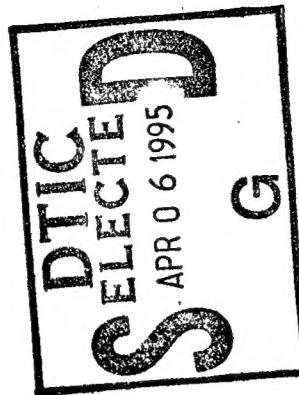
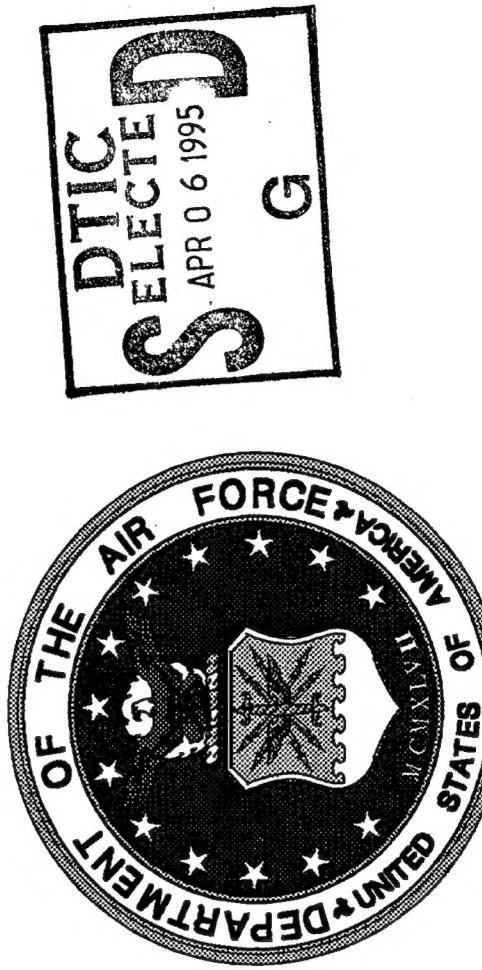


DEPARTMENT OF THE  
AIR FORCE

FY 1996/1997 BUDGET ESTIMATES  
SUBMITTED TO CONGRESS FEBRUARY 1995



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Military Personnel, Air Force

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## MILITARY PERSONNEL, AIR FORCE

### TABLE OF CONTENTS

Page No.

#### SECTION 1 - Summary of Requirements by Budget Program

1

#### SECTION 2 - Introductory Statement

3

#### SECTION 3 - Summary Tables

6



1. Summary of Military Personnel Strength
2. Military Personnel by End Strength by Grade
3. Military Personnel Average Strength by Grade
4. Military Personnel Active Duty Strengths by Month
5. Gains and Losses by Source and Type
6. Summary of Entitlements by Subactivity
7. Analysis of Appropriation Changes
8. Schedule of Increases and Decreases

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				Dist Avail and/or Special
				A-1

#### SECTION 4 - Detail of Military Personnel Entitlements

28

1. Pay and Allowances of Officers
2. Pay and Allowances of Enlisted

29

64

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i

3. Pay and Allowances of Cadets	103
4. Subsistence of Enlisted Personnel	107
5. Permanent Change of Station Travel	111
6. Other Military Personnel Costs	134

## **SECTION 5 - Special Analysis**

1. Schedule of Military Personnel Assigned Outside DOD	146
2. Reimbursable Programs	148

**SECTION 1**

**SUMMARY OF REQUIREMENTS**

**BY BUDGET PROGRAMS**

**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
**In Thousands of Dollars)**

	FY 1994 Actual	FY 1995 Current	FY 1996 Estimate	FY 1997 Estimate
<b>Direct Program</b>				
Pay and Allowances of Officers	5,418,888	5,761,877	5,830,131	5,714,335
Pay and Allowances of Enlisted	9,065,552	9,690,058	9,650,017	9,399,486
Pay and Allowances of Cadets	36,038	35,793	35,518	35,855
Subsistence of Enlisted Personnel	717,334	687,105	669,196	673,111
Permanent Change of Station Travel	803,338	905,493	855,548	842,661
Other Military Personnel Programs	80,080	101,153	67,710	66,405
<b>TOTAL DIRECT PROGRAM</b>	<b>16,121,230</b>	<b>17,181,479</b>	<b>17,108,120</b>	<b>16,731,853</b>
<b>Reimbursable Program</b>				
Pay and Allowances of Officers	617,135	188,339	106,721	101,529
Pay and Allowances of Enlisted	1,455,419	445,196	82,724	85,971
Permanent Change of Station Travel	107,839	31,924	2,545	2,621
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>2,180,393</b>	<b>665,459</b>	<b>191,990</b>	<b>190,121</b>
<b>Total Program</b>				
Pay and Allowances of Officers	6,036,023	5,950,216	5,936,852	5,815,864
Pay and Allowances of Enlisted	10,520,971	10,135,254	9,732,741	9,485,457
Pay and Allowances of Cadets	36,038	35,793	35,518	35,855
Subsistence of Enlisted Personnel	717,334	687,105	669,196	673,111
Permanent Change of Station Travel	911,177	937,417	858,093	845,282
Other Military Personnel Programs	80,080	101,153	67,710	66,405
<b>TOTAL PROGRAM</b>	<b>18,301,623</b>	<b>17,846,938</b>	<b>17,300,110</b>	<b>16,921,974</b>

## INTRODUCTORY STATEMENT

## SECTION 2

## **SECTION 2 INTRODUCTORY STATEMENT**

The Military Personnel Appropriation, Air Force provides financial resources to compensate active military personnel required to support the approved force structure. The appropriation also includes funds for retired pay accrual, unemployment compensation and social security benefits for widows and orphans of military personnel. These entitlements were approved by Congress and enacted via Public Law. Two additional allowances have been included. A Cost of Living Allowance (COLA) for servicemembers assigned to high cost areas in the continental United States (CONUS) was provided in the FY1995 DOD Authorization Act. Implementation is scheduled for July 1, 1995 for areas where the cost of goods and services exceeds 109 percent of the national cost of living average. The Secretary of Defense has also approved a 2.4 percent pay raise plus a 1 percent increase in Basic Allowance for Quarters (BAQ) for FY 1996 to compensate servicemembers for rising out-of-pocket housing expenses.

The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets; Subsistence of Enlisted Personnel; Permanent Change of Station Travel (PCS); and Other Military Personnel costs. Retired pay accrual is reflected in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation and social security benefits are under Other Military Costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the inventory of officers, enlisted personnel and cadets with the associated workyears. This management overview encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, BAS, PCS travel and other related personnel issues and requirements.

The Air Force has planned a reduction of 40,927 in programmed end-strength between FY 1994 and FY 1997. Most of the reduction is attributable to force structure draw down, Congressionally approved based closures, reduced infrastructure and overhead, and management improvements. This brings our military end-strength to its lowest level since before the 1948 Berlin Airlift.

The budget includes funding requirements for special separation benefit (SSB) and 15 year retirement (TERA) in FY 1994 and 1995. Currently, we do not anticipate any requirements for the voluntary separation incentive (VSI) and SSB programs after FY 1995. The TERA program is reflected in the budget request for FY 1996 and 1997 to further minimize involuntary separations and continue shaping the force while achieving force reductions. TERA requires the specific portion between the fifteenth year and the twentieth year be obligated in the fiscal year of retirement. For VSI, specific amounts are identified for contribution to the VSI Trust Fund in order to fully fund the program by FY 1999.

## **FISCAL YEAR 1994**

The Fiscal Year 1994 column reflects the total Congressional appropriation of \$15,823,030, plus \$18,400 in contingency operations supplemental, \$279,800 in omnibus reprogramming, and \$2,180,393 in anticipated reimbursements, for a total authority of \$18,301,623. The FY 1994 end-strength is 426,327 with 436,554 workyears.

## FISCAL YEAR 1995

The Fiscal Year 1995 column reflects the following actions:

- (a) End-Strength and Associated Workyears. The FY 1995 end-strength is 400,051 with 412,436 workyears.
- (b) Funding Level. The FY 1995 budget estimate is \$18,115,738. This includes a total Congressional appropriation of \$17,181,479, plus \$268,800 in requested reprogramming, and \$665,459 in anticipated reimbursements from the Defense Business Operations Fund (DBOF) and Non-Air Force Activities where Air Force personnel are assigned. Reimbursements decrease substantially for FY 1995 with the elimination of Air Mobility Command from the DBOF and the transition to civilian equivalence budget rates.
- (c) Retired Pay Accrual. The normal cost percentage for FY 1995 is 35.5 percent of basic pay.
- (d) Pay Raise. The pay raise for FY 1995 is 2.6 percent.
- (e) Inflation. The economic assumption for inflation for FY 1995 is 2.7 percent.

## FISCAL YEARS 1996 AND 1997

The Fiscal Year 1996 and 1997 columns reflect the following actions:

- (a) End-Strength and Associated Workyears. The FY 1996 end-strength is projected to be 388,200 with 396,017 workyears. The FY 1997 end-strength is projected to be 385,400 with 389,876 workyears.
- (b) Funding Level. The FY 1996 budget estimate is \$17,300,110 with \$191,990 in anticipated reimbursements. The FY 1997 budget estimate is \$16,921,974 with \$190,121 in anticipated reimbursements.
- (c) Retired Pay Accrual. The normal cost percentages for FY 1996 and 1997 are 32.9 and 30.6 percent of basic pay, respectively.
- (d) Pay Raise. The pay raise adjustments for FY 1996 and 1997 are 2.4 and 3.1 percent, respectively.
- (e) Inflation. The economic assumption for inflation for FY 1996 and 1997 is 3.0 percent per year.

## SUMMARY TABLES

## SECTION 3

**SECTION 3**  
**SUMMARY OF MILITARY PERSONNEL STRENGTHS**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths
<b>Direct Program</b>												
Officers	75,576	73,349	74,067	74,923	75,029	74,857	74,881	73,620				
Enlisted	317,365	298,436	297,404	300,245	303,615	305,906	306,404	304,457				
Cadets	4,009	4,100	3,956	4,000	3,946	4,000	3,961	4,000				
Total Direct Program	396,950	375,885	375,427	379,168	382,590	384,763	385,246	382,077				
<b>Reimbursable Program</b>												
Officers	6,688	7,654	5,784	2,777	2,500	1,071	1,613	1,021				
Enlisted	32,916	42,881	31,225	18,106	10,927	2,366	3,017	2,302				
Cadets	0	0	0	0	0	0	0	0				
Total Reimbursable Program	39,604	50,535	37,009	20,883	13,427	3,437	4,630	3,323				
<b>Total Program</b>												
Officers	82,264	81,003	79,851	77,700	77,529	75,928	76,494	74,641				
Enlisted	350,281	341,317	328,629	318,351	314,542	308,272	309,421	306,759				
Cadets	4,009	4,007	3,956	4,000	3,946	4,000	3,961	4,000				
TOTAL PROGRAM	436,554	426,327	412,436	400,051	396,017	388,200	389,876	385,400				

MILITARY PERSONNEL, AIR FORCE  
END STRENGTH BY GRADE  
(TOTAL PROGRAM)

COMMISSIONED OFFICERS	FY 1994		FY 1995		FY 1996		FY 1997	
	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED
0-10 GENERAL	11	0	10	0	10	0	10	0
0-9 LT GENERAL	35	0	31	0	32	0	31	0
0-8 MAJOR GENERAL	98	0	87	0	92	0	94	0
0-7 BRIG GENERAL	151	27	144	10	138	4	138	4
0-6 COLONEL	4,322	383	4,150	139	4,066	54	3,992	51
0-5 LT COLONEL	10,988	1,017	10,700	369	10,588	142	10,468	136
0-4 MAJOR	16,054	1,530	15,712	555	15,519	214	15,358	204
0-3 CAPTAIN	34,677	3,401	31,965	1,234	30,473	476	29,629	453
0-2 1ST LIEUTENANT	7,592	1,296	8,155	470	9,021	181	8,708	173
0-1 2ND LIEUTENANT	7,075	0	6,746	0	5,989	0	6,213	0
<b>TOTAL</b>	<b>81,003</b>	<b>7,654</b>	<b>77,700</b>	<b>2,777</b>	<b>75,928</b>	<b>1,071</b>	<b>74,641</b>	<b>1,021</b>
<u>ENLISTED PERSONNEL</u>								
E-9 CHIEF MASTER SERGEANT	3,398	317	3,183	134	3,083	18	3,068	17
E-8 SENIOR MASTER SERGEANT	6,816	746	6,366	315	6,165	41	6,136	40
E-7 MASTER SERGEANT	35,922	3,589	33,600	1,515	31,900	198	29,800	193
E-6 TECHNICAL SERGEANT	47,555	5,532	42,600	2,336	38,300	305	36,135	297
E-5 STAFF SERGEANT	81,597	11,016	78,051	4,650	78,900	608	78,290	591
E-4 SERGEANT	89,002	12,307	84,300	5,198	77,700	679	74,813	661
E-3 AIRMAN FIRST CLASS	46,958	9,374	38,500	3,958	39,000	517	39,560	503
E-2 AIRMAN	18,646	0	19,227	0	20,429	0	25,000	0
E-1 AIRMAN BASIC	11,423	0	12,524	0	12,795	0	13,957	0
<b>TOTAL</b>	<b>341,317</b>	<b>42,881</b>	<b>318,351</b>	<b>18,106</b>	<b>308,272</b>	<b>2,366</b>	<b>306,759</b>	<b>2,302</b>
<u>CADETS</u>	4,007	0	4,000	0	4,000	0	4,000	0
<b>TOTAL END STRENGTH</b>	<b>426,327</b>	<b>50,535</b>	<b>400,051</b>	<b>20,883</b>	<b>388,200</b>	<b>3,437</b>	<b>385,400</b>	<b>3,323</b>

**MILITARY PERSONNEL, AIR FORCE**  
**AVERAGE STRENGTH BY GRADE**  
**(TOTAL PROGRAM)**

<u>COMMISSIONED OFFICERS</u>	FY 1994		FY 1995		FY 1996		FY 1997	
	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED
0-10 GENERAL	11	0	10	0	10	0	10	0
0-9 LT GENERAL	35	0	33	0	32	0	32	0
0-8 MAJOR GENERAL	90	0	87	0	92	0	94	0
0-7 BRIG GENERAL	154	24	156	9	141	4	139	4
0-6 COLONEL	4,415	335	4,310	121	4,293	47	4,182	42
0-5 LT COLONEL	10,801	888	10,992	320	10,845	125	10,733	112
0-4 MAJOR	16,661	1,337	16,355	481	15,829	188	15,638	169
0-3 CAPTAIN	35,896	2,972	33,107	1,070	31,676	417	31,060	376
0-2 1ST LIEUTENANT	7,516	1,132	7,799	408	8,776	159	8,772	143
0-1 2ND LIEUTENANT	6,685	0	7,002	0	5,835	0	5,834	0
<b>TOTAL</b>	<b>82,264</b>	<b>6,688</b>	<b>79,851</b>	<b>2,408</b>	<b>77,529</b>	<b>940</b>	<b>76,494</b>	<b>846</b>
<u>ENLISTED PERSONNEL</u>								
E-9 CHIEF MASTER SERGEANT	3,550	244	3,345	104	3,218	13	3,157	12
E-8 SENIOR MASTER SERGEANT	7,202	573	6,508	244	6,337	32	6,231	28
E-7 MASTER SERGEANT	36,404	2,755	34,627	1,171	32,868	152	31,043	137
E-6 TECHNICAL SERGEANT	50,190	4,246	44,754	1,805	40,937	235	38,284	211
E-5 STAFF SERGEANT	82,512	8,455	79,822	3,593	78,893	467	77,622	420
E-4 SERGEANT	92,959	9,448	85,710	4,015	80,363	522	75,501	470
E-3 AIRMAN FIRST CLASS	47,640	7,195	43,709	3,058	38,811	398	39,367	358
E-2 AIRMAN	18,591	0	17,706	0	19,827	0	23,816	0
E-1 AIRMAN BASIC	11,233	0	12,448	0	13,288	0	14,400	0
<b>TOTAL</b>	<b>350,281</b>	<b>32,916</b>	<b>328,629</b>	<b>13,989</b>	<b>314,542</b>	<b>1,819</b>	<b>309,421</b>	<b>1,637</b>
<u>CADETS</u>	4,009	0	3,956	0	3,946	0	3,961	0
<b>TOTAL WORKYEARS</b>	<b>436,554</b>	<b>39,604</b>	<b>412,436</b>	<b>16,397</b>	<b>396,017</b>	<b>2,758</b>	<b>389,876</b>	<b>2,482</b>

MILITARY PERSONNEL, AIR FORCE  
 ACTIVE DUTY STRENGTHS BY MONTHS  
 (IN THOUSANDS)

	FY 1994			FY 1995 *			FY 1996			FY 1997		
	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total
September	84.1	356.1	4.2	444.4	81.0	341.3	4.0	426.3	77.7	318.3	4.0	400.0
October	82.5	354.1	4.1	440.7	80.1	336.1	4.0	420.2	77.5	317.1	4.0	398.6
November	82.4	352.5	4.1	439.0	79.8	334.2	4.0	418.0	77.3	315.9	4.0	397.2
December	82.2	351.4	4.1	437.7	79.6	333.0	4.0	416.6	77.1	315.0	3.9	396.0
January	81.6	350.8	4.1	436.5	79.5	331.4	3.9	414.8	77.0	314.7	3.9	395.6
February	81.4	350.2	4.0	435.6	79.4	330.1	3.9	413.4	76.9	314.3	3.9	395.1
March	81.5	349.6	4.0	435.1	79.2	329.3	3.9	412.4	76.0	313.9	3.9	393.8
April	81.4	348.5	4.0	433.9	79.3	328.0	3.9	411.2	75.9	313.0	3.9	392.8
May	81.3	347.8	3.9	433.0	79.8	326.7	2.8	409.3	76.8	312.2	2.9	391.9
June	82.4	346.5	4.2	433.1	79.7	324.8	4.2	408.7	77.0	311.2	4.2	392.4
July	82.0	344.8	4.1	430.9	78.4	319.1	4.1	401.6	76.9	310.2	4.1	391.2
August	81.8	343.5	4.0	429.3	78.0	319.0	4.0	401.0	76.5	309.3	4.0	389.8
September	81.0	341.3	4.0	426.3	77.7	318.3	4.0	400.0	75.9	308.3	4.0	388.2
Workyears	82.3	350.3	4.0	436.6	79.9	328.6	4.0	412.5	77.5	314.5	3.9	395.9

\* Reflect actual data through Dec 94

**MILITARY PERSONNEL**  
**GAINS AND LOSSES BY SOURCE AND TYPE**

	OFFICERS	FY 1994 <u>Actual</u> 84,073	FY 1995 <u>Estimate</u> 81,003	FY 1996 <u>Estimate</u> 77,700	FY 1997 <u>Estimate</u> 75,928
<b>BEGINNING STRENGTH</b>					
<b>GAINS (BY SOURCE):</b>					
SERVICE ACADEMIES	1,000	1,003	938	751	
ROTC	1,894	1,807	1,785	1,984	
HEALTH PROFESSIONS SCHOLARSHIP	426	525	463	463	
OFFICER TRAINING SCHOOL	630	771	707	1,050	
OTHER*	953	953	1,075	1,076	
GAIN ADJUSTMENTS	0	0	0	0	
<b>TOTAL GAINS</b>	4,903	5,059	4,968	5,324	
<b>LOSSES (BY TYPE):</b>					
VOLUNTARY SEPARATIONS	1,596	2,365	2,531	2,665	
RETIREMENT	4,331	2,566	2,641	2,501	
INVOLUNTARY SEPARATION	463	557	677	670	
WITH PAY	423	508	638	631	
WITHOUT PAY	40	49	39	39	
VSI/SSB	136	998	0	0	
15 YR RETIREMENT	1,070	1,481	600	450	
REDUCTION IN FORCE	1	0	0	0	
OTHER LOSSES**	275	355	291	325	
LOSS ADJUSTMENT	101	40	0	0	
<b>TOTAL LOSSES</b>	7,973	8,362	6,740	6,611	
<b>TOTAL</b>	81,003	77,700	75,928	74,641	

\* Other gains include Reserve Recall, Direct Appointments, and Surgeon General Enlisted Commissioning.

\*\*Other losses includes deaths, pregnancies, and miscellaneous attrition.

**MILITARY PERSONNEL**  
**GAINS AND LOSSES BY SOURCE AND TYPE**

	<b>ENLISTED</b>	<b>FY 1994 Actual 356,126</b>	<b>FY 1995 Estimate 341,317</b>	<b>FY 1996 Estimate 318,351</b>	<b>FY 1997 Estimate 308,272</b>
<b>BEGINNING STRENGTH</b>					
<b>GAINS (BY SOURCE):</b>					
NON PRIOR SERVICE ENLISTMENTS	30,000	31,500	31,000	36,000	
MALE	22,859	24,501	24,180	28,080	
FEMALE	7,141	6,999	6,820	7,920	
PRIOR SERVICE ENLISTMENTS	45	57	50	50	
REENLISTMENTS	54,007	53,028	46,071	46,813	
RESERVES	10	92	100	100	
OFFICER CANDIDATE PROGRAMS	499	636	583	866	
OTHER	204	250	250	250	
GAIN ADJUSTMENTS	887	1,086	183	400	
<b>TOTAL GAINS</b>	<b>85,652</b>	<b>86,649</b>	<b>78,237</b>	<b>84,479</b>	
<b>LOSSES (BY TYPE):</b>					
ETS	14,220	13,080	15,526	12,807	
PROGRAMMED EARLY RELEASE	0	0	300	0	
VSI/SSB	705	9,442	0	0	
15 YR RETIREMENT	4,095	7,513	1,200	0	
TO COMMISSIONED OFFICER	690	771	707	1,050	
REENLISTMENTS	54,007	53,028	46,071	46,813	
RETIREMENT	11,564	10,482	9,911	10,706	
ATTRITION	15,171	15,299	14,601	14,616	
OTHER	0	0	0	0	
LOSS ADJUSTMENT	9	0	0	0	
<b>TOTAL LOSSES</b>	<b>100,461</b>	<b>109,615</b>	<b>88,316</b>	<b>85,992</b>	
<b>TOTAL</b>	<b>341,317</b> <sup>12</sup>	<b>318,351</b>	<b>308,272</b>	<b>306,759</b>	

**MILITARY PERSONNEL**  
**GAINS AND LOSSES BY SOURCE AND TYPE**

		FY 1994 <u>Actual</u> 4,152	FY 1995 <u>Projected</u> 4,007	FY 1996 <u>Projected</u> 4,000	FY 1997 <u>Projected</u> 4,000
<b>BEGINNING STRENGTH</b>					
<b>GAINS:</b>		1,313	1,366	1,341	1,120
<b>LOSSES:</b>		1,458	1,373	1,341	1,120
GRADUATES		1,025	1,018	953	764
ATTRITION		433	355	388	356
<b>TOTAL</b>		4,007	4,000	4,000	4,000

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
 (In Thousands of Dollars)

	FY94			FY95			FY96			FY97		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
1. Basic Pay	3,276,197	6,066,148	9,342,345	3,255,310	5,817,348	9,072,658	3,254,021	5,701,194	8,955,215	3,281,779	5,692,516	8,974,295
2. Retired Pay Accrual	1,179,431	2,183,813	3,363,244	1,155,635	2,065,159	3,220,794	1,070,573	1,875,693	2,946,266	1,004,224	1,741,910	2,746,134
3. Basic Allowances for Quarters	449,999	828,903	1,278,902	434,962	803,837	1,238,799	429,711	801,273	1,230,984	426,751	796,923	1,223,674
A. With Dependents	341,521	662,989	1,004,510	335,664	643,477	979,141	337,151	642,366	979,517	334,230	638,970	973,200
B. Without Dependents	108,188	158,723	266,911	99,093	153,830	257,923	92,373	153,064	245,437	92,326	152,335	244,661
C. Partial	290	6,267	6,557	205	5,830	6,035	187	5,396	5,583	195	5,340	5,535
D. Inadequate	0	924	924	0	700	700	0	0	447	0	278	278
4. Variable Housing Allowance	101,430	170,354	271,784	98,660	167,880	266,540	94,261	163,433	257,694	91,890	161,248	253,138
5. Basic Allowance for Subsistence	139,871	717,334	857,205	139,168	687,105	826,273	138,432	669,196	807,628	140,582	673,111	813,693
A. Auth to Mess Separately	139,871	601,155	741,026	139,168	575,731	714,899	138,432	560,733	699,165	140,582	564,011	704,593
B. Leave Rations	N/A	64,316	64,316	N/A	61,661	61,661	N/A	60,053	60,053	N/A	60,407	60,407
C. Rations-in-Kind Not Avail	N/A	51,700	51,700	N/A	49,554	49,554	N/A	48,254	48,254	N/A	48,542	48,542
D. Augmt for Separate Meals	N/A	163	163	N/A	159	159	N/A	156	156	N/A	151	151
6. Incentive Pay, Hazardous Duty, And Aviation Career	214,627	22,705	237,332	198,305	21,453	219,758	189,358	20,485	209,843	178,267	20,485	198,752
A. Flying Duty Pay	213,884	17,772	231,656	197,570	16,519	214,089	188,596	15,930	204,526	177,489	15,930	193,419
1. Aviation Career, Officer	150,710	N/A	150,710	147,167	N/A	147,167	138,536	N/A	138,536	137,609	N/A	137,609
2. Crew Members, Enlisted	N/A	17,095	17,095	N/A	15,842	15,842	N/A	15,253	15,253	N/A	15,253	15,253
3. Noncrew Member	173	677	850	165	677	842	119	677	796	119	677	796
4. AWAC Wprts Cont.	2,095	N/A	2,095	2,200	N/A	2,200	2,200	N/A	2,200	2,200	N/A	2,200
5. Crew Members, Nonrated	1,296	N/A	1,296	1,268	N/A	1,268	1,221	N/A	1,221	1,221	N/A	1,221
6. Aviator Continuation Pay	59,610	N/A	59,610	46,770	N/A	46,770	46,520	N/A	46,520	36,340	N/A	36,340
B. Parachute Jumping Pay	271	1,654	1,925	265	1,655	1,920	290	1,815	2,105	290	1,815	2,105
C. Demolition Pay	55	1,490	1,545	54	1,490	1,544	54	1,113	1,167	54	1,113	1,167
D. Other Pays	372	756	1,128	372	756	1,128	359	594	963	381	594	975
E. Toxic Fuels/Live Biological	45	1,033	1,078	44	1,033	1,078	49	1,033	1,082	53	1,033	1,086

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
 (In Thousands of Dollars)

	FY94	FY95	FY96	FY97		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
<b>7. Special Pays</b>						
A. Physicians	166,267	68,393	234,660	171,114	68,718	239,832
B. Dentists	142,900	N/A	142,900	144,458	N/A	143,832
C. Optometrists	13,052	N/A	13,052	12,936	N/A	12,936
D. Veterinarians	315	N/A	315	390	N/A	390
E. Biomedical Science	0	N/A	0	1,580	N/A	1,580
F. Sea & Foreign Duty, Total	N/A	5,099	5,099	4,599	4,599	4,313
1. Sea Duty	N/A	5	5	N/A	3	N/A
2. Duty at Certain Places	N/A	5,094	5,094	4,596	4,596	4,310
G. Diving Duty Pay/Hostile Fire	5,258	22,223	27,481	5,269	18,688	5,224
H. Selective Reenlistment Bonus	N/A	25,409	25,409	N/A	26,402	N/A
I. Special Duty Assignment Pay	N/A	11,455	11,455	N/A	14,353	N/A
J. Enlistment Bonus	N/A	759	759	N/A	1,221	N/A
K. Overseas Extension Pay	N/A	744	744	N/A	784	N/A
L. Nurses Bonus	3,491	N/A	3,491	5,230	N/A	5,350
M. Foreign Language Pro Pay	1,244	2,704	3,948	1,244	2,671	3,915
100,388	46,794	563,182	101,500	445,796	547,296	106,099
A. Uniform/Clothing Allowances	1,781	10,995	104,776	1,828	98,689	100,517
1. Initial Issue	1,291	25,822	27,113	1,322	28,317	29,639
A. Military	981	23,506	24,487	1,012	25,809	26,821
B. Civilian	310	2,316	2,626	310	2,508	2,818
2. Additional	490	N/A	490	506	N/A	506
3. Basic Maintenance	N/A	13,095	13,095	N/A	11,834	N/A
4. Standard Maintenance	N/A	63,556	63,536	N/A	58,054	N/A
5. Supplemental	N/A	542	542	N/A	484	N/A
8. Allowances						
A. Uniform/Clothing Allowances						
1. Initial Issue						
A. Military						
B. Civilian						
2. Additional						
3. Basic Maintenance						
4. Standard Maintenance						
5. Supplemental						

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(In Thousands of Dollars)

		FY94			FY95			FY96			FY97		
		OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
B.	Station Allow Overseas	96,342	344,221	440,563	97,443	332,415	429,858	101,255	314,770	416,025	97,861	308,922	406,783
1.	Cost-Of-Living	61,267	223,930	285,197	61,503	217,874	279,377	64,434	206,790	271,224	61,005	201,349	262,354
2.	Housing	24,840	79,294	104,134	24,945	75,854	100,799	25,471	71,117	96,588	26,327	71,242	97,569
3.	Temporary Lodging	8,599	34,077	42,676	9,260	32,065	41,325	9,750	30,549	40,299	8,974	30,109	39,083
4.	Moving-In Housing Allowance	1,636	6,920	8,556	1,735	6,622	8,357	1,600	6,314	7,914	1,555	6,222	7,777
C.	CONUS Cost of Living	0	0	0	0	0	0	811	309	1,120	837	325	1,162
D.	Family Separation Allowance	2,222	15,578	17,800	2,186	14,692	16,878	2,182	14,172	16,354	2,191	13,927	16,118
E.	PCS, No Govt. Qtrs	637	4,236	4,873	601	4,030	4,631	597	3,985	4,562	606	3,947	4,563
F.	PCS CONUS, Dep Not Auth	482	5,156	5,638	482	4,847	5,329	482	4,640	5,122	482	4,537	5,019
G.	On TDY	1,103	6,186	7,289	1,103	5,815	6,918	1,103	5,567	6,670	1,103	5,443	6,546
H.	General & Flag Off. Personal	43	N/A	43	N/A	43	N/A	43	N/A	43	N/A	43	N/A
I.	Separation Payments	116,356	180,026	296,382	174,044	520,020	694,064	194,512	152,906	347,418	134,267	68,976	203,243
J.	A. Terminal Leave Payments	30,171	32,160	62,331	29,873	35,915	65,768	26,706	33,258	59,964	25,697	28,633	54,330
K.	B. Severance Pay, Disability	750	7,272	8,022	1,073	6,865	7,938	1,099	7,033	8,132	1,133	7,239	8,372
L.	C. Severance Pay, Non-Promotion/ Unfitness	20,214	N/A	20,214	26,076	N/A	26,076	33,541	N/A	33,541	34,186	N/A	34,186
M.	D. Severance Pay, Invol Half (5%)	57	2,991	3,048	20	3,166	3,186	20	4,055	4,075	21	4,156	4,177
N.	E. Severance Pay, Invol Full (10%)	1,201	21,551	22,752	1,069	17,174	18,243	1,382	18,521	19,903	1,425	16,125	17,550
O.	F. Severance Pay, VSI	0	0	0	0	0	0	0	0	0	0	0	0
P.	G. Severance Pay, SSB	4,608	28,391	32,999	23,633	227,000	250,633	0	0	0	0	0	0
Q.	H. VSI Trust Fund	0	0	0	0	0	0	85,377	65,823	151,200	34,477	12,823	47,300
R.	I. 15 Year Retirement	59,355	87,661	147,016	92,300	229,900	322,200	46,387	24,216	70,603	37,328	0	37,328
S.	10. Social Security Tax Payments	291,457	537,835	829,292	285,518	510,043	795,561	289,322	506,989	798,311	284,856	497,596	782,452
T.	11. PCS Travel	288,357	622,820	911,177	297,536	639,881	937,417	272,359	585,734	858,093	268,292	576,990	845,282

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(In Thousands of Dollars)**

FY94		FY95			FY96			FY97			
OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
775	79,305	80,080	1,739	99,414	101,153	1,821	65,889	67,770	1,942	64,463	66,405
N/A	100	100	N/A	100	100	N/A	100	100	N/A	100	100
N/A	68,640	68,640	N/A	84,063	84,063	N/A	50,890	50,890	N/A	48,339	48,339
116	184	300	116	184	300	116	184	300	116	184	300
240	1,200	1,440	240	1,200	1,440	240	1,200	1,440	240	1,200	1,440
N/A	8,500	8,500	N/A	6,580	6,580	N/A	5,680	5,680	N/A	5,226	5,226
336	464	800	336	464	800	336	464	800	336	464	800
50	150	200	50	150	200	50	150	200	50	150	200
33	67	100	997	6,673	7,670	1,079	7,221	8,390	1,200	8,800	10,000
36,038	N/A	36,038	35,793	N/A	35,793	35,518	N/A	35,518	35,855	N/A	35,855
6,361,193	11,940,430	18,301,623	6,349,284	11,846,654	18,195,938	6,246,550	11,053,560	17,300,110	6,121,953	10,800,021	16,921,974
649,487	1,530,906	2,180,393	197,916	467,543	665,459	107,485	84,505	191,990	102,315	87,806	190,121
(129,010)	(314,280)	(443,290)	(38,681)	(95,128)	(133,809)	(20,983)	(16,911)	(37,894)	(18,610)	(16,395)	(35,005)
(520,477)	(1,216,626)	(1,737,103)	(159,235)	(372,415)	(531,650)	(86,502)	(67,594)	(154,096)	(83,705)	(71,411)	(155,116)
0	0	0	64,000	285,000	349,000	0	0	0	0	0	0
5,711,706	10,409,524	16,121,230	6,087,368	11,094,111	17,181,479	6,139,065	10,969,055	17,108,120	6,019,638	10,712,215	16,731,853

- 12. Other Military Personnel Costs**
  - A. Apprehension of Deserters
  - B. Unemployment Benefits
  - C. Interest on USSDP (MIA)
  - D. Death Gratuities
  - E. Survivor Benefits
  - F. Adoption Program
  - G. Allow for Qtrs Surv Dep
  - H. All Vol Ed Asst Prog (GI Bill)

## Total All Military Personnel Appropriations Request

**14. Less: Reimbursables  
(Retired Pay Accrual)  
(Other)**

## **TOTAL DIRECT MILITARY PERSONNEL APPROPRIATIONS REQUEST**

6,019,638 10,12,213 16,131,833

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1995**  
{In Thousands of Dollars}

	FY 1995 COLUMN FY 95 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY ABSORPTION COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1995 COLUM FY 1996 REQUEST
<b>PAY AND ALLOWANCES OF OFFICERS</b>								
Basic Pay	3,233,822	9,288	3,243,110	(2,275)	3,240,835	14,475	0	3,255,310
Retired Pay Accrual	1,148,007	3,297	1,151,304	(808)	1,150,496	5,139	0	1,156,635
Incentive Pay	186,554	(1,000)	185,554	12,751	198,305	0	0	198,305
Special Pay	169,249	2,300	171,549	(2,392)	169,157	0	2,000	171,157
Basic Allowance for Quarters	442,675	1,215	443,890	(10,822)	433,068	1,894	0	434,962
Variable Housing Allowance	98,952	0	98,952	(292)	98,660	0	0	98,660
Basic Allowance for Subsistence	139,273	397	139,670	(1,121)	138,549	619	0	139,168
Station Allowances Overseas	87,574	0	87,574	4,869	92,443	0	5,000	97,443
Conus Cola	0	0	0	0	0	0	0	0
Uniform Allowances	1,776	0	1,776	52	1,828	0	0	1,828
Family Separation Allowances	2,057	2	2,059	124	2,183	3	0	2,186
Separation Payments	145,317	397	145,714	(5,444)	140,270	774	33,000	174,044
Social Security Tax-Employer's Contribution	0	0	0	0	0	0	0	0
	278,360	704	279,064	5,358	284,422	1,096	0	285,518
Total Obligations	5,933,616	16,600	5,950,216	0	5,950,216	24,000	40,000	6,014,216
Less Reimbursements	(188,339)	0	(188,339)	0	(188,339)	0	0	(188,339)
Less Anticipated Reprogramming	0	0	0	0	0	(24,000)	(40,000)	(64,000)
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>5,745,277</b>	<b>16,600</b>	<b>5,761,877</b>	<b>0</b>	<b>5,761,877</b>	<b>0</b>	<b>0</b>	<b>5,761,877</b>

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1995**  
**(In Thousands of Dollars)**

FY 1995 COLUMN		FY 95		CONGRESSIONAL ACTION		INTERNAL REALIGNMENT REPROGRAMMING		SUBTOTAL		PAY ABSORPTION COSTS		OTHER PRICE/ PROGRAM CHANGES		REVISED FY 1995 COLUMN REQUEST	
<b>PAY AND ALLOWANCES OF ENLISTED</b>															
Basic Pay	5,715,545	8,773	5,724,318		(28,172)	5,696,146	27,666	92,536	5,816,348						
Retired Pay Accrual	2,029,018	3,115	2,032,133		(7,196)	2,024,937	9,822	30,400	2,065,159						
Incentive Pay	21,810	0	21,810		(357)	21,453	0	0	21,453						
Special Pay	26,340	0	26,340		402	26,742	0	0	26,742						
Special Duty Assignment Pay	14,541	0	14,541		(188)	14,353	0	0	14,353						
Reenlistment Bonus	37,551	0	37,551		(11,149)	26,402	0	0	26,402						
Enlistment Bonus	1,221	0	1,221		0	1,221	0	0	1,221						
Basic Allowance for Quarters	765,422	(18,367)	747,055		22,609	769,664	7,673	29,000	806,337						
Station Allowances Overseas	310,147	0	310,147		7,168	317,315	0	0	332,415						
Conus Cola	0	0	0		0	0	0	0	0						
Clothing Allowance	104,478	0	104,478		(5,789)	98,689	0	0	98,689						
Family Separation Allowances	12,858	1	12,859		1,830	14,689	3	0	14,692						
Separation Payments	502,585	(49,993)	452,592		6,860	459,452	19	60,549	520,020						
Variable Housing Allowance	146,183	0	146,183		19,197	165,380	0	2,500	167,880						
Social Security Tax-Employer's Contribution	502,255	671	502,926		(4,115)	498,811	2,117	7,615	503,543						
Total Obligations	10,189,954	(55,800)	10,134,154		1,100	10,135,254	47,300	237,700	10,420,254						
Less Reimbursements	(445,196)	0	(445,196)		0	(445,196)	0	0	(445,196)						
Less Anticipated Reprogramming	0	0	0		0	0	0	(47,300)	(237,700)						
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>9,744,758</b>	<b>(55,800)</b>	<b>9,688,958</b>		<b>1,100</b>	<b>9,690,058</b>	<b>0</b>	<b>0</b>	<b>9,690,058</b>						
<b>PAY AND ALLOWANCES OF CADETS</b>															
Academy Cadets	35,793	0	35,793		0	35,793	0	0	35,793						
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>35,793</b>	<b>0</b>	<b>35,793</b>		<b>0</b>	<b>35,793</b>	<b>0</b>	<b>0</b>	<b>35,793</b>						

PAY AND ALLOWANCES OF CADETS  
Academy Cadets  
**TOTAL DIRECT OBLIGATIONS**

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1995**  
**(In Thousands of Dollars)**

	FY 1995 COLUMN	FY 95 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	PAY ABSORPTION COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1995 COLUM FY 1996 REQUEST
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>								
Basic Allowance for Subsistence	685,005	2,100		687,105	0	687,105	0	687,105
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>685,005</b>	<b>2,100</b>		<b>687,105</b>	<b>0</b>	<b>687,105</b>	<b>0</b>	<b>687,105</b>
 <b>PERMANENT CHANGE OF STATION TRAVEL</b>								
Accession Travel	42,434	0		42,434	0	42,434	0	42,434
Training Travel	39,793	0		39,793	0	39,793	0	39,793
Operational Travel	191,009	0		191,009	0	191,009	0	191,009
Rotational Travel	422,517	0		422,517	0	422,517	0	422,517
Separation Travel	87,882	0		87,882	0	87,882	0	87,882
Travel of Organized Units	45,962	0		45,962	0	45,962	0	45,962
Nontemporary Storage	20,426	0		20,426	0	20,426	0	20,426
Temporary Lodging Expense	34,768	0		34,768	0	34,768	0	34,768
VSI/SSB/15 Yr Retirement	52,626	0		52,626	0	52,626	0	52,626
<b>Total Obligations</b>	<b>937,417</b>	<b>0</b>		<b>937,417</b>	<b>0</b>	<b>937,417</b>	<b>0</b>	<b>937,417</b>
<b>Less Reimbursements</b>	<b>(31,924)</b>	<b>0</b>		<b>(31,924)</b>	<b>0</b>	<b>(31,924)</b>	<b>0</b>	<b>(31,924)</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>905,493</b>	<b>0</b>		<b>905,493</b>	<b>0</b>	<b>905,493</b>	<b>0</b>	<b>905,493</b>

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1995**  
**(In Thousands of Dollars)**

FY 1995 COLUMN				INTERNAL REALIGNMENT		PAY ABSORPTION COSTS		OTHER PRICE/ PROGRAM CHANGES		REVISED FY 1995 COLUM FY 1996 REQUEST
PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	REPROGRAMMING	SUBTOTAL						
<b>OTHER MILITARY PERSONNEL COSTS</b>										
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners	100 1,440	0 0	100 1,440	0 0		100 1,440	0 0	0 0	0 0	100 1,440
Death Gratuities	300	0	300	0		300	0	0	0	300
Interest on Uniform Svcs Savings	84,063	0	84,063	0		84,063	0	0	0	84,063
Unemployment Benefits	7,680	0	7,680	(1,100)		6,580	0	0	0	6,580
Survivor Benefits	800	0	800	0		800	0	0	0	800
Adoption	7,670	0	7,670	0		7,670	0	0	0	7,670
Education Assistance Prg	200	0	200	0		200	0	0	0	200
Allow for Qtrs to Surv Dep										
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>102,253</b>	<b>0</b>	<b>102,253</b>	<b>(1,100)</b>	<b>101,153</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>101,153</b>
<b>TOTAL OBLIGATIONS</b>	<b>17,884,038</b>	<b>(37,100)</b>	<b>17,213,403</b>	<b>0</b>	<b>17,213,403</b>	<b>71,300</b>	<b>277,700</b>	<b>277,700</b>	<b>277,700</b>	<b>18,195,938</b>
<b>LESS REIMBURSEMENTS</b>	<b>(665,459)</b>	<b>0</b>	<b>(665,459)</b>	<b>0</b>	<b>(665,459)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(665,459)</b>
<b>Less Anticipated Reprogramming</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(71,300)</b>	<b>(277,700)</b>	<b>(277,700)</b>	<b>(277,700)</b>	<b>(349,000)</b>
<b>DIRECT OBLIGATIONS</b>	<b>17,218,579</b>	<b>(37,100)</b>	<b>17,181,479</b>	<b>0</b>	<b>17,181,479</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17,181,479</b>

**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

FY 1995 Military Personnel, Air Force Program.....	\$ 17,181,479
Anticipated Reprogramming.....	349,000
FY 95 Revised Direct Program .....	17,530,479
<b>Increases:</b>	
Reimbursements.....	444,090
-Military personnel costs for DBOF-T (airlift transportation) are direct-funded in the Military Personnel appropriation effective in FY 1996	444,090
Selective Reenlistment Bonus (SRB).....	6,546
- Increase in number of payments	6,546
Clothing Allowance .....	4,709
- Increase in initial issue clothing payments	155
- Decrease in replacement/supplemental allo	-4,459
- Increase in clothing allowance rate	9,013
Social Security (FICA) .....	2,161
- 1 Jan 96 2.4% pay raise	12,410
- Annualization of 1 Jan 95 2.6% pay raise	3,848
- Increase in Wage Credit	11,870
- Decrease in workyears	-25,967
CONUS COLA.....	1,120
- Due to the establishment of CONUS COLA	309
- New entitlement	811
Special Duty Assignment Pay.....	954
- Increase in workyears	954
Enlisted Bonus.....	430

- Increase in payments

430

Total Increases.....

460,010

Decreases:

Family Separation Allowance .....

- 1 Jan 96 2.4% pay raise
- Annualization of 1 Jan 95 2.6% pay raise
- Decrease in workyears

Special Pay.....

- Decrease in payments

Basic Allowance for Quarters .....

- 1 Jan 96 2.4% pay raise and 1% quality
- of Life increase
- Annualization of 1 Jan 95 2.6% pay raise
- Decrease in workyears

Variable Housing Allowance.....

- Increase in rates
- Decrease in workyears

Incentive Pay for Hazardous Duty .....

- Decrease in workyears

Overseas Station Allowance.....

- Decrease in workyears
- Increase in rates

Basic Allowance for Subsistence .....

- 1 Jan 95 2.6% pay raise
- Annualization of 1 Jan 94 2.2% pay raise
- Cadet rate increase
- Decrease in workyears
- Reduction of BAS payments

16,827  
4,538  
231  
-4,096  
-35,932

Other .....	- Montgomery GI Bill - Unemployment Compensation - Survivor Benefits	630 -33,173 -900	-33,443
Permanent Change of Station Travel.....	- Decrease in Program/Move Changes - Transfer of DOBF-T reimbursements to dire Inflation - 1 Jan 96 2.4% pay raise - Decrease in Temporary Lodging Expense	-94,015 29,491 13,513 1,730 -664	-49,945
Basic Pay .....	- 1 Jan 96 2.4% pay raise - Annualization of 1 Jan 95 2.6 % pay raise - Decrease in workyears	158,456 56,123 -331,921	-117,342
Retired Pay Accrual .....	- 1 Jan 96 2.4% pay raise - Annualization of 1 Jan 95 2.6 % pay raise - Decrease in RPA rate - Decrease in workyears	50,548 15,869 -222,803 -118,142	-274,528
Separations .....	- Increase for VSI Trust Fund - 1 Jan 96 2.4% pay raise - Annualization of 1 Jan 95 2.6% pay raise - Increase in disability payments - Decrease in LSTL payments - Increase in involuntary separations - Decrease in early retirement payments - Decrease in SSB payments - Effect of changes in grade and longevity	151,200 3,313 865 168 -6,820 9,314 -250,662 -250,633 -3,391	-346,646
Total Decreases.....			-882,369
FY 1996 Military Personnel, Air Force Direct Program.....			\$ 17,108,120

**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

**FY 1996 Military Personnel, Air Force Direct Program.....**

**Increases:**

Basic Pay .....	19,181
- 1 Jan 97 3.1% pay raise - Annualization of 1 Jan 96 2.4% pay raise - Decrease in workyears	204,003 149,515 -334,337
Basic Allowance for Subsistence .....	6,294
- 1 Jan 97 3.1 percent pay raise - Annualization of 1 Jan 96 2.4 % pay raise - Rate increase for cadets - Decrease in workyears	15,067 5,561 28 -14,362
Clothing Allowance .....	2,054
- Increase in initial issue clothing payments - Decrease in replacement/supplemental allowance item payments	5,656 -3,602
Reimbursements.....	1,869
-Decrease in reimbursable endstrength causes increase in direct program requirements	1,869
Selective Reenlistment Bonus (SRB).....	1,105
- Increase in number of payments	1,105
Special Duty Assignment Pay.....	115
- Increase in workyears	115

CONUS COLA.....		42	
- Increase in rate	42		
<b>Total Increases.....</b>	<b>30,660</b>		
 <u>Decreases:</u>			
Special Pay.....	-217		
- Decrease in payments	-217		
 Family Separation Allowance .....	-236		
- 1 Jan 97 3.1% pay raise	90		
- Annualization of 1 Jan 96 2.4 % pay raise	90		
- Decrease in workyears	-416		
 Other Military Personnel Costs.....	-1,305		
- GI Bill payment increases	1,700		
- Unemployment compensation decreases	-2,551		
- Decreased survivor benefit payments	-454		
 Variable Housing Allowance .....	-4,556		
- Decrease in workyears	-11,190		
- Increase in rates	6,634		
 Basic Allowance for Quarters .....	-8,010		
- 1 Jan 97 3.1% pay raise	25,402		
- Annualization of 1 Jan 96 3.4 % pay raise	27,237		
- Decrease in workyears	-60,649		
 Overseas Station Allowance.....	-8,542		
-Increase in rates	13,229		
-Decrease in workyears	-21,771		
 Incentive Pay.....	-11,091		

- Decrease in workyears	-11,091	
PCS.....	-12,811	
- Program/Move Changes	-25,625	
- Inflation	13,919	
- 1 Jan 97 3.1 percent pay raise	1,974	
- Nontemporary Storage	-261	
- Temporary Lodging Expense	-2,818	
Social Security (FICA) .....	-15,852	
- 1 Jan 97 3.1 % pay raise	15,145	
- Annualization of 1 Jan 96 2.4 % pay raise	11,504	
- Decrease in Wage Credit amount	-15,598	
- Decrease in workyears	-26,903	
Separtions .....	-144,175	
- 1 Jan 97 3.1% pay raise	3,125	
- Decrease in involuntary separation	-2,446	
- Annualization of 1 Jan 96 2.4 % pay raise	885	
- Increase in disability rate	206	
- Decrease in LSTL payments	-7,380	
- Decrease in early retirement payments	-32,388	
- Decrease in VSI Trust Fund Payment	-106,177	
Retired Pay Accrual .....	-200,132	
- 1 Jan 97 3.1% pay raise	58,062	
- Annualization of 1 Jan 96 2.4 % pay raise	45,291	
- Decrease in RPA rate	-82,574	
- Decrease in workyears	-220,911	
Total Decreases.....	.....	-406,927
FY 1997 Military Personnel, Air Force Direct Program.....	.....	16,731,853

## **SECTION 4**

### **DETAIL OF MILITARY**

### **PERSONNEL ENTITLEMENTS**

PAY & ALLOWANCES OF OFFICERS

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
*(In Thousands of Dollars)*

**1. Pay and Allowances of Officers**

FY 1995 Direct Program .....	\$5,761,877
Anticipated Reprogramming .....	\$64,000
FY95 Revised Direct Program .....	\$5,825,877
<b><u>Increases:</u></b>	
Reimbursements.....	81,618
- Military personnel costs for DBOF-T (airlift transportation) are direct-funded in the Military Personnel appropriation effective in FY 1996.	
Separation Pay.....	20,468
- VSI Trust Fund	85,377
- Involuntary Separations and Disability	7,078
- 1 Jan 96 2.4 percent pay raise	2,724
- Annualization of 1 Jan 95 2.6 percent pay raise	658
- Decrease in lump sum terminal leave payments	-3,367
- Effect of changes in grade and longevity	-3,391
- Voluntary Separations (SSB)	-23,633
- 15 year retirement	-44,978

Overseas Station Allowance.....	3,812
- Increase in rates	7,276
- Decrease in workyears	-3,464

Social Security (FICA).....	3,804
- 1 Jan 96 2.4 percent pay raise	4,696
- Wage Credit increase	4,038
- Annualization of 1 Jan 95 2.6 percent pay raise	1,134
- Decrease in workyears	-6,064

CONUS COLA.....	811
- New entitlement	

Total Increases.....  
110,513

Decreases:

Family Separation Allowance.....	-4
- Decrease in workyears	

Clothing Allowance.....	-20
- Decrease in payments	

Special Pay.....	-551
- Decrease in payments	

<b>Basic Allowance for Subsistence.....</b>	-736	
- 1 Jan 96 2.4 percent pay raise	2,587	
- Annualization of 1 Jan 95 2.6 percent pay raise	755	
- Decrease in workyears	-4,078	
 <b>Basic Pay.....</b>		
- 1 Jan 96 2.4 percent pay raise	57,537	-1,289
- Annualization of 1 Jan 95 2.6 percent pay raise	20,643	
- Decrease in workyears	-79,469	
 <b>Variable Housing Allowance.....</b>		
- Increase in rates	2,887	-4,399
- Decrease in workyears	-7,286	
 <b>Basic Allowance for Quarters.....</b>		
- 1 Jan 96 2.4 percent pay raise and 1% Quality of Life increase	10,685	-5,251
- Annualization of 1 Jan 95 2.6 percent pay raise	2,706	
- Decrease in workyears	-18,642	
 <b>Incentive Pay.....</b>		
- Decrease in workyears	-8,947	-8,947
 <b>Retired Pay Accrual.....</b>		
- 1 Jan 96 2.4 percent pay raise	17,378	-85,062
- Annualization of 1 Jan 95 2.6 percent pay raise	4,196	
- Decrease in workyears	-32,064	
- Decrease in Retired Pay Accrual rate	-74,572	
 <b>Total Decreases.....</b>		-106,259
 <b>FY 1996 Direct Program.....</b>		\$5,830,131

MILITARY PERSONNEL, AIR FORCE  
 SCHEDULE OF INCREASES AND DECREASES  
 (In Thousands of Dollars)

1. Pay and Allowances of Officers

FY 1996 Direct Program ..... \$5,830,131

Increases:

Basic Pay.....	27,758
- 1 Jan 97 3.1 percent pay raise	74,658
- Annualization of 1 Jan 96 2.4 percent pay raise	19,128
- Decrease in workyears	-66,028
Reimbursements.....	5,192
- Decrease in reimbursement workyears causes	
Increase in direct program	
Basic Allowance for Subsistence.....	2,150
- 1 Jan 97 3.1 percent pay raise	2,587
- Annualization of 1 Jan 96 2.4 percent pay raise	755
- Decrease in workyears	-1,192
Clothing Allowance.....	113
- Increase in payments	
CONUS COLA.....	26
- Increase in rate	

Family Separation Allowance.....  
- Increase in workyears

9

Total Increases.....  
- Increase in workyears

9

Decreases:

Total Increases.....	35,248
Decreases:	
Special Pay.....	-168
- Decrease in payments	
Variable Housing Allowance.....	-2,371
- Increase in rates	2,827
- Decrease in workyears	-5,198
Basic Allowance for Quarters.....	-2,960
- 1 Jan 97 3.1 percent pay raise plus 1 percent	9,697
- Annualization of 1 Jan 96 3.4 percent increase	3,515
- Decrease in workyears	-16,172
Overseas Station Allowance.....	-3,394
- Increase in rates	3,439
- Decrease in workyears	-6,833
Social Security (FICA).....	-4,466
- 1 Jan 97 3.1 percent pay raise	5,243
- Annualization of 1 Jan 96 2.4 percent pay raise	1,529
- Decrease in workyears	-4,868
- Wage Credit decrease	-6,370
Incentive Pay.....	-11,091
- Decrease in workyears	

<b>Separation Pay</b>	85,377	-60,245
- VSI Trust Fund payment	2,471	
- 1 Jan 97 3.1 percent pay raise	721	
- Annualization of 1 Jan 96 2.4 percent pay raise	-151	
- Involuntary Separations and Disability	-1,937	
- Decrease in lump sum terminal leave payments	-8,172	
- 15 year retirement	-138,554	
- Effect of changes in grade and longevity		
 <b>Retired Pay Accrual</b>	 18,483	 -66,349
- 1 Jan 97 3.1 percent pay raise	5,392	
- Annualization of 1 Jan 96 2.4 percent pay raise	-42,511	
- Decrease in Retired Pay Accrual rate	-47,713	
- Decrease in workyears		
 <b>Total Decreases</b>	 (151,044)	
 <b>FY 1997 Direct Program</b>	 \$5,714,335	

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS	FY 1994 Actual	\$3,276,197
	FY 1995 Estimate	\$3,255,310
	FY 1996 Estimate	\$3,254,021
	FY 1997 Estimate	\$3,281,779

#### PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to grade and length of service under provisions of 37 U.S.C. 201, 203 and 205.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force officer personnel program reflected in this budget submission includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB), and the Temporary Early Retirement Authority (TERA).

Officer accessions for FY 1995, FY 1996, and FY 1997 are programmed at the minimum level necessary to ensure an adequate number of entities into the officer ranks to sustain desired future experience levels.

Funding requirements include annualized pay raises of 2.2 percent in FY 1994, 2.6 percent in FY 1995, 2.4 percent in FY 1996, and 3.1 percent in FY 1997.

(Amount in Thousands)

BASIC PAY - OFFICERS

Grade	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average	Rate	Amount	Workyears	Average	Rate	Amount	Workyears	Average	Rate	Amount
General	11	107,348	1,181	10	108,202	1,082	10	108,202	1,082	10	108,202	1,082
Lt. General	35	98,667	3,453	33	101,147	3,338	32	103,624	3,316	32	106,658	3,413
Maj General	90	89,401	8,046	87	91,649	7,973	92	93,893	8,638	94	96,642	9,084
Brig General	154	78,870	12,146	156	80,880	12,617	141	82,273	11,600	139	84,060	11,684
Colonel	4,415	65,853	290,741	4,310	67,518	291,003	4,293	69,274	297,393	4,182	71,443	298,775
Lt. Colonel	10,801	53,530	578,178	10,992	54,677	601,010	10,845	56,114	608,556	10,733	58,001	622,525
Major	16,661	44,242	737,116	16,355	45,219	739,557	15,829	46,299	732,867	15,638	47,261	739,068
Captain	35,896	36,223	1,300,261	33,107	37,216	1,232,110	31,676	38,354	1,214,901	31,060	39,202	1,217,614
1st Lieutenant	7,516	27,797	208,922	7,799	28,486	222,162	8,776	28,762	257,415	8,772	28,793	252,572
2nd Lieutenant	6,685	20,367	136,153	7,002	20,631	144,458	5,835	21,123	123,253	5,834	21,591	125,962
<b>TOTAL BASIC PAY</b>	<b>82,264</b>	<b>\$3,276,197</b>	<b>79,851</b>	<b>\$3,255,310</b>	<b>77,529</b>		<b>\$3,254,021</b>	<b>76,494</b>		<b>\$3,281,779</b>		

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

	FY 1994 Actual	\$1,179,431
	FY 1995 Estimate	\$1,155,635
	FY 1996 Estimate	\$1,070,573
	FY 1997 Estimate	\$1,004,224

**PART I - PURPOSE AND SCOPE**

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(b)(1), Title 10 USC, as amended.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 36 percent for FY 1994, 35.5 percent for FY 1995, 32.9 for FY 1996, and 30.6 for FY 1997.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

Workyears	Average Rate	Amount	FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
			Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
82,264	14,337.15	\$1,179,431	79,851	14,472.39	\$1,155,635	77,529	13,808.68	\$1,070,573	76,494	13,128.14	\$1,004,224

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS	FY 1994 Actual	\$214,627
	FY 1995 Estimate	\$198,395
	FY 1996 Estimate	\$189,358
	FY 1997 Estimate	\$178,267

## PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under provisions of 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - Paid to regular and reserve officers who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$125 to \$650. Effective in FY 1990, the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) Aviation Continuation Pay (ACP) - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-Crew Member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew members and non-crew members (e.g. gunnery instructors, aerial photo personnel, flight nurse), only when performing such duties, in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties. As a result, the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at \$110 per month. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$165.
- (6) Experimental Stress - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$110.
- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.
- (9) Live/Hazardous Biological Organisms - Duty involving laboratory work utilizing live dangerous viruses or bacteria. Paid at the monthly rate of \$110.

## PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per workyear. Overall decrease is due to work/year decreases reflected in the projected force drawdown. Some areas are increasing due to new requirements (i.e. Joint STARS aircraft) and other programmed changes.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Flying Duty Crew

Yrs Svc Grade	Monthly Rate	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
		Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
2	125	1,196	1,500	1,794	1,264	1,500	1,896	1,456	1,500	2,184	1,518	1,500	2,277
2-3	156	978	1,872	1,831	774	1,872	1,449	696	1,872	1,303	718	1,872	1,344
3-4	188	1,162	2,256	2,621	840	2,256	1,895	801	2,256	1,807	783	2,256	1,766
4-6	206	3,432	2,472	8,484	3,133	2,472	7,745	2,841	2,472	7,023	2,061	2,472	5,095
6-18	650	13,909	7,800	108,490	14,115	7,800	110,097	13,500	7,800	105,300	13,600	7,800	106,080
18-20	585	1,782	7,020	12,510	1,811	7,020	12,713	1,493	7,020	10,481	1,664	7,020	11,681
20-22	495	1,510	5,940	8,969	910	5,940	5,405	737	5,940	4,378	665	5,940	3,950
22-24	385	900	4,620	4,158	872	4,620	4,029	860	4,620	3,973	672	4,620	3,105
24-25	385	293	4,620	1,354	318	4,620	1,469	345	4,620	1,594	400	4,620	1,848
25 & over	250	152	3,000	456	145	3,000	435	150	3,000	450	140	3,000	420
B/G under 25	200	18	2,400	43	14	2,400	34	18	2,400	43	18	2,400	43
<b>Subtotal Flying Duty Crew</b>		<b>25,332</b>		<b>\$150,710</b>	<b>24,196</b>		<b>\$147,167</b>	<b>22,897</b>		<b>\$138,536</b>	<b>22,239</b>		<b>\$137,609</b>
<b>Flying Duty Non-Crew</b>													
<b>Flying Duty Non-Rated</b>		<b>131</b>	<b>1,320</b>	<b>\$173</b>	<b>125</b>	<b>1,320</b>	<b>\$165</b>	<b>90</b>	<b>1,320</b>	<b>\$119</b>	<b>90</b>	<b>1,320</b>	<b>\$119</b>
<b>AWACS Wps Contr</b>		<b>584</b>	<b>2,220</b>	<b>\$1,296</b>	<b>571</b>	<b>2,220</b>	<b>\$1,268</b>	<b>550</b>	<b>2,220</b>	<b>\$1,221</b>	<b>550</b>	<b>2,220</b>	<b>\$1,221</b>
<b>Aviation Continuation Pay</b>		<b>619</b>	<b>3,384</b>	<b>\$2,095</b>	<b>650</b>	<b>3,384</b>	<b>\$2,200</b>	<b>650</b>	<b>3,384</b>	<b>\$2,200</b>	<b>650</b>	<b>3,384</b>	<b>\$2,200</b>
<b>Subtotal Flying Duty Pay</b>													
													<b>\$177,489</b>

**INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS**

**Other Incentive Duty Pay**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Parachute Jumping	109	1,320	144	106	1,320	140	100	1,320	132	100	1,320	132
Parachute HALO	64	1,980	127	63	1,980	125	80	1,980	158	80	1,980	158
Demolition Duty	42	1,320	55	41	1,320	54	41	1,320	54	41	1,320	54
Press Chmbr Observer	260	1,320	343	260	1,320	343	254	1,320	335	260	1,320	343
Accel/Decel Subject	21	1,320	28	21	1,320	28	25	1,320	33	28	1,320	37
Thermal Stress Subject	1	1,320	1	1	1,320	1	1	1,320	1	1	1,320	1
Toxic Fuel Handlers	32	1,320	42	31	1,320	41	35	1,320	46	38	1,320	50
L/Hazard Bio Org	2	1,320	3	2	1,320	3	2	1,320	3	2	1,320	3
Subtotal Other Incentive Duty Pay		\$743			\$735			\$762			\$778	
<b>TOTAL INCENTIVE PAY</b>		<b>\$214,627</b>			<b>\$198,305</b>			<b>\$189,358</b>			<b>\$178,267</b>	

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

FY 1994 Actual	\$166,310
FY 1995 Estimate	\$171,157
FY 1996 Estimate	\$170,606
FY 1997 Estimate	\$170,438

**PART I - PURPOSE AND SCOPE**

Funds provide for:

(1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b, and 303; the FY 91 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92; DOD Directive 1340.13, "Special Pay for Medical Corps Officers" and DOD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers."

a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for 0-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.

b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.

c. Medical Additional Special - A lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive \$15,000 per year.

d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year. Amount of pay is based on most critically-short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.

e. Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.

f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for 0-7s and above who receive \$1,000 per year.

g. Dental Board Certified - A monthly payment which varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education training, and experience requirements. The total annual pay ranges from \$2,000 - \$4,000 depending upon years of service.

h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. Payments are \$6,000, \$8,000 or \$10,000 depending on years of service.

i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.

j. Nurse Anesthetist Incentive Pay - Public Law 103-337, Section 612, the FY 1995 Authorization Act authorizes an ISP up to \$15,000 to all Certified Registered Nurse Anesthetists.

**k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act**

**l. Optometrists and Veterinarians - A special pay amount of \$100 per month has been authorized by 37 U.S.C., Sec 302a and 303 respectively.**

**m. Biomedical Sciences Corps (BSC) officers - Authorized by Public Law 101-510 Title 37, annual payments are: under 10 years, \$2,000; 10-12 years, \$2,500; 12-14 years, \$3,000; 14-18 years, \$4,000; and over 18 years, \$5,000.**

(2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.

(3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.

(4) Hostile Fire Duty. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of \$150 per month.

(5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has critical need for that language. The pay shall not exceed \$100 a month.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Variable Special Pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board Certified Pay and Incentive Special Pay (ISP) are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. The ISP and Multi-Year Special Pay (MSP) rates are based on the projected specialties needed. Additional Special Pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate. Beginning in FY 1991, IAW The National Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus (MORB), are paid over a multi-year period. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number people programmed in each specialty.

Details of the computation are shown in the following tables.

(Amount in Thousands)

**SPECIAL PAY - OFFICERS**

<b>Medical Pay</b>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
<b>Physicians Pay</b>												
Variable Special	4,257	8,000	\$34,056	4,254	8,000	\$34,032	4,235	8,000	\$33,880	4,227	8,000	\$33,816
Board Certified Pay	2,537	3,500	\$8,880	2,552	3,500	\$8,932	2,541	3,500	\$8,894	2,536	3,500	\$8,876
Additional Special Pay	3,410	15,000	\$51,150	3,403	15,000	\$51,045	3,388	15,000	\$50,820	3,382	15,000	\$50,730
Incentive Special Pay	2,816	13,500	\$38,016	2,836	13,500	\$38,286	2,824	13,500	\$38,124	2,818	13,500	\$38,043
Multi-Year Special Pay	1,083	9,970	\$10,798	1,220	9,970	\$12,163	1,215	9,970	\$12,114	1,212	9,970	\$12,084
<b>Subtotal Physicians Pay</b>			\$142,900			\$144,458			\$143,832			\$143,549
<b>Nurses Bonus</b>												
Nurses Accession Bonus	475	5,000	\$2,375	518	5,000	\$2,590	539	5,000	\$2,695	546	5,000	\$2,730
Incentive Special Pay	186	6,000	\$1,116	176	15,000	\$2,640	177	15,000	\$2,655	187	15,000	\$2,805
<b>Subtotal Nurses Bonus</b>			\$3,491			\$5,230			\$5,350			\$5,535
<b>Dentist Pay</b>												
Dental Additional	1,057	7,200	\$7,610	1,057	7,200	\$7,610	1,057	7,200	\$7,610	1,057	7,200	\$7,610
Dental Variable Pay	1,199	3,650	\$4,376	1,174	3,650	\$4,285	1,174	3,650	\$4,285	1,174	3,650	\$4,285
Board Certif Dental	301	3,540	\$1,066	294	3,540	\$1,041	294	3,540	\$1,041	294	3,540	\$1,041
<b>Subtotal Dentist Pay</b>			\$13,052			\$12,936			\$12,936			\$12,936

**SPECIAL PAY - OFFICERS**

(Amount in Thousands)

**Medical Pay (Continued)**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
<u>Optometrists</u>	202	1,560	\$315	250	1,560	\$390	250	1,560	\$390	250	1,560	\$390
<u>Veterinarians</u>	7	1,000	\$7	7	1,000	\$7	7	1,000	\$7	7	1,000	\$7
<u>Biomedical Science</u>	0	0	\$0	526	3,004	\$1,580	526	3,004	\$1,580	526	3,004	\$1,580
<b>Subtotal Medical Pay</b>			<b>\$159,765</b>			<b>\$164,601</b>			<b>\$164,095</b>			<b>\$163,997</b>
<b>Personal Allowance - General Officer</b>												
<u>Chief of Staff</u>	1	4,000	4	1	4,000	4	1	4,000	4	1	4,000	4
<u>Senior Member of Staff</u>												
Committee - United Nations	1	2,700	3	1	2,700	3	1	2,700	3	1	2,700	3
General	9	2,200	20	9	2,200	20	9	2,200	20	9	2,200	20
Lt. General	32	500	16	32	500	16	32	500	16	32	500	16
<u>Subtotal Personal Allowance*</u>												
\$43												
<u>Hostile Fire</u>	2,869	1,800	\$5,164	2,875	1,800	\$5,175	2,850	1,800	\$5,130	2,811	1,800	\$5,060
<u>Diving Duty</u>	52	1,800	\$94	52	1,800	\$94	52	1,800	\$94	52	1,800	\$94
<u>Linguist</u>	1,152	1,080	\$1,244	1,152	1,080	\$1,244	1,152	1,080	\$1,244	1,152	1,080	\$1,244
<b>TOTAL SPECIAL PAY</b>			<b>\$166,310</b>			<b>\$171,157</b>			<b>\$170,606</b>			<b>\$170,438</b>

\*Special Pay Total includes General Officer Allowances.

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR QUARTERS - OFFICERS**

FY 1994 Actual	\$449,999	
FY 1995 Estimate	\$434,962	
FY 1996 Estimate	\$429,711	
FY 1997 Estimate	\$426,751	

**PART I - PURPOSE AND SCOPE**

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the with-dependent rate less the current experienced average rate charge for the fair rental value of the housing unit. Pay raise adjustments are: FY 1994, 2.2 percent; FY 1995, 2.6 percent; FY 1996, 2.4 percent; and 3.1 percent in FY 1997. The as a part of the Quality of Life proposal, the BAQ rates for With and Without Dependents have been increased by an additional 1 percent above the pay raise in FY 1996 only. This results in a 3.4% increase in the rate for the FY 1996 requirements.

Based on recent information, from AF Directorate of Housing, there are no officers living in Inadequate Housing in FY94, nor do they project that there will be any members living in this form of housing through FY 2001.

The computation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Grade	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
General	59	10789.20	637	58	10,999.59	638	56	11,329.82	634	57	11,598.94	661
Colonel	2,726	9,716.40	26,487	2,661	9,905.87	26,360	2,651	10,203.26	27,049	2,582	10,445.63	26,971
Lt. Colonel	7,825	9,363.60	73,270	7,963	9,546.19	76,016	7,857	9,832.79	77,256	7,776	10,066.35	78,276
Major	11,312	8,254.80	93,378	11,104	8,415.77	93,449	10,747	8,668.43	93,160	10,518	8,874.33	93,340
Captain	18,629	6,876.72	128,106	17,181	7,010.76	120,452	16,516	7,235.40	119,500	15,505	7,465.08	115,746
1st Lieutenant	1,977	5,897.04	11,658	1,892	6,012.00	11,375	2,129	6,204.60	13,210	2,028	6,401.52	12,982
2nd Lieutenant	1,497	5,334.12	7,985	1,356	5,438.16	7,374	1,130	5,612.40	6,342	1,080	5,790.48	6,254
<b>Subtotal with Dependents</b>	<b>44,025</b>		<b>\$341,521</b>	<b>42,215</b>		<b>\$335,664</b>	<b>41,086</b>		<b>\$337,151</b>	<b>39,546</b>		<b>\$334,230</b>

(Amount in Thousands)

## **BASIC ALLOWANCE FOR QUARTERS - OFFICERS**

Without Dependents - Full Allowance		FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
Grade	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	
General	2	\$8,766.00	18	2	\$8,936.94	18	2	\$9,205.24	18	2	\$9,423.90	19	
Colonel	215	\$8,042.40	1,729	210	\$8,199.23	1,722	209	\$8,445.38	1,765	204	\$8,645.99	1,764	
Lt. Colonel	928	\$7,743.60	7,186	944	\$7,894.60	7,453	932	\$8,131.61	7,579	922	\$8,324.76	7,675	
Major	2,378	\$7,178.40	17,070	2,332	\$7,318.38	17,066	2,259	\$7,538.09	17,029	2,132	\$7,717.15	16,453	
Captain	9,046	\$5,765.76	52,157	7,840	\$5,878.20	46,085	6,794	\$6,066.48	41,216	6,565	\$6,259.08	41,091	
1st Lieutenant	3,469	\$4,571.52	15,859	2,549	\$4,660.68	11,880	2,492	\$4,810.08	11,987	2,458	\$4,962.72	12,198	
2nd Lieutenant	3,677	\$3,853.32	14,169	3,785	\$3,928.44	14,869	3,152	\$4,054.32	12,779	3,138	\$4,182.96	13,126	
Subtotal without Dependents	19,715	\$108,188	17,662	\$99,093	15,840	\$92,373	15,421	\$92,326					

**Subtotal without  
Dependents**

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Grade	Without Dependents - Partial Allowance	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
		Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	6	475.20	3	4	475.20	2	4	475.20	2	4	475.20	2	4
Lt. Colonel	27	396.00	11	20	396.00	8	19	396.00	8	18	396.00	7	18
Major	61	312.12	19	43	312.12	13	40	312.12	12	73	312.12	23	73
Captain	440	266.40	117	289	266.40	77	266	266.40	71	265	266.40	71	265
1st Lieutenant	239	212.40	51	177	212.40	38	191	212.40	41	157	212.40	33	157
2nd Lieutenant	563	158.40	89	420	158.40	67	335	158.40	53	373	158.40	59	373
<b>Subtotal without Dependents (partial)</b>	<b>1,336</b>	<b>\$290</b>	<b>953</b>	<b>\$205</b>	<b>855</b>	<b>\$187</b>	<b>890</b>	<b>\$195</b>					

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Inadequate Family Housing			FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate			
Grade	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Major	0	5,949.48	0	0	6,098.86	0	0	6,248.22	0	0	6,431.17	0	0	6,431.17	0
Captain	0	5,069.52	0	0	5,196.80	0	0	5,324.07	0	0	5,479.97	0	0	5,479.97	0
1st Lieutenant	0	4,234.20	0	0	4,340.51	0	0	4,446.81	0	0	4,577.02	0	0	4,577.02	0
2nd Lieutenant	0	3,980.64	0	0	4,080.58	0	0	4,180.52	0	0	4,302.93	0	0	4,302.93	0
Subtotal Inadequate Family Housing	0	\$0	0		\$0	0		\$0	0		\$0	0		\$0	0
TOTAL BASIC ALLOWANCE FOR QUARTERS		\$449,999			\$434,962			\$429,711			\$426,751				

(Amount in Thousands)

**PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS**

	\$101,430
FY 1994 Actual	\$98,660
FY 1995 Estimate	\$94,261
FY 1996 Estimate	\$91,890

**PART I - PURPOSE AND SCOPE**

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Joint Federal Travel Regulation (JFTR), 1 January 1987, authorizes VHA to partially offset high cost housing in designated areas. VHA is authorized to assist members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) Government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in same grade throughout the Continental United States (CONUS), Alaska and Hawaii. The VHA rate is developed using the latest actuals and inflating using an annualization of the approved inflation rates for each budget year.

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>
General	57	3,395.76	194	56	3,464.52	194	54	3,565.91	193	55	3,672.89	202
Colonel	2,798	2,490.60	6,989	2,671	2,541.03	6,787	2,652	2,615.40	6,936	2,579	2,693.86	6,947
Lt. Colonel	8,243	2,217.96	18,283	8,425	2,262.87	19,065	8,032	2,329.10	18,707	7,932	2,398.97	19,029
Major	12,342	2,040.48	25,184	12,209	2,081.80	25,417	11,494	2,142.72	24,628	11,349	2,207.01	25,047
Captain	25,178	1,611.00	40,562	22,561	1,643.62	37,082	20,864	1,691.72	35,296	18,178	1,742.47	31,675
1st Lieutenant	5,140	999.84	5,139	4,310	1,020.09	4,386	4,339	1,049.94	4,556	4,660	1,081.44	5,039
2nd Lieutenant	4,924	1,035.48	5,099	5,423	1,056.45	5,729	3,628	1,087.37	3,945	3,528	1,119.99	3,951
TOTAL VARIABLE HOUSING ALLOWANCE	58,682	\$101,430	55,645	\$98,660	51,063	\$94,261	48,281	\$91,890				

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS**

FY 1994 Actual	\$139,871
FY 1995 Estimate	\$139,168
FY 1996 Estimate	\$138,432
FY 1997 Estimate	\$140,582

**PART I - PURPOSE AND SCOPE**

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 402.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The rate increases are a direct result of the annualization of the pay raise. Workyears are reduced to reflect the drawdown in force structure.

Details of the computation are provided in the following table:

Workyears	Statutory Rate	Amount	FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
			Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
82,264	1,700.27	\$139,871	79,851	1,742.85	\$139,168	77,529	1,785.55	\$138,432	76,494	1,837.82	\$140,582

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS		
	FY 1994 Actual	\$97,177
	FY 1995 Estimate	\$97,443
	FY 1996 Estimate	\$101,255
	FY 1997 Estimate	\$97,861

#### PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the Continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 U.S.C. 405.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The Overseas Housing Allowance (OHA) consists of the difference between the Basic Allowance for Quarters and the applicable housing costs in the overseas area where members are stationed. The Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The numbers of personnel entitled to an overseas station allowance are based, as directed in guidance, on historical data adjusted for known changes of each type of allowance. The rates for FY 1994 are from actuals; the FY 1995 reflect inflation costs; the FY 1996 and FY 1997 are based on the foreign currency rates effective 1 January 1995 as issued by the Per Diem, Travel and Transportation Allowance Committee.

The workyears for Cost of Living, Housing, Moving In and Temporary Lodging allowances are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Cost of Living	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Grade	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	49	7,847.41	385	46	8,484.89	390	44	10,267.55	452	44	10,575.43	465
Colonel	641	7,572.00	4,854	595	8,189.00	4,872	570	9,003.00	5,132	564	9,273.00	5,230
Lt. Colonel	1,485	6,857.00	10,183	1,378	7,415.00	10,218	1,321	7,977.00	10,538	1,215	8,217.00	9,984
Major	2,357	6,003.00	14,149	2,188	6,492.00	14,204	2,097	7,105.00	14,899	1,921	7,318.00	14,058
Captain	5,087	5,392.00	27,429	4,722	5,831.00	27,534	4,588	6,331.00	29,047	4,161	6,521.00	27,134
1st Lieutenant	755	4,369.00	3,299	701	4,725.00	3,312	672	5,093.00	3,422	618	5,246.00	3,242
2nd Lieutenant	285	3,396.00	968	265	3,673.00	973	254	3,716.00	944	233	3,828.00	892
Subtotal Cost of Living	10,659	\$61,267	9,895		\$61,503	9,546		\$64,434		8,756		\$61,005

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Housing Allowance	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate			
	Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	2	3,350.00	7	2	3,623.00	7	2	4,025.00	8	2	4,208.00	8	
Colonel	163	8,824.00	1,438	152	9,543.00	1,451	145	9,813.00	1,423	143	10,260.00	1,467	
Lt. Colonel	535	6,441.00	3,446	497	6,986.00	3,462	476	7,633.00	3,633	471	7,980.00	3,759	
Major	936	5,599.00	5,241	869	6,055.00	5,262	833	6,375.00	5,310	823	6,666.00	5,486	
Captain	2,241	5,372.37	12,039	2,080	5,810.00	12,085	1,994	6,168.00	12,299	1,971	6,449.00	12,711	
1st Lieutenant	335	5,857.00	1,962	311	6,334.00	1,970	298	7,118.00	2,121	295	7,442.00	2,195	
2nd Lieutenant	107	6,611.00	707	99	7,150.00	708	95	7,131.00	677	94	7,456.00	701	
Subtotal Housing Allowance	4319	\$24,840	4010	\$24,945	3843	\$25,471	3,799	\$26,327					
Moving-In Housing Allowance	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	
Temporary Lodging Allowance	2,631	622.75	\$1,637	2,576	673.48	\$1,735	2,306	693.19	\$1,600	2,180	713.03	\$1,555	
TOTAL STATION ALLOWANCE, OVERSEAS			\$97,177										\$97,861

(Amount in Thousands)

**PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - OFFICERS**

FY 1994 Actual	\$0
FY 1995 Estimate	\$0
FY 1996 Estimate	\$811
FY 1997 Estimate	\$837

**PART I - PURPOSE AND SCOPE**

Congress approved in the Fiscal Year 1995 DoD Authorization Act the payment of a COLA to soldiers assigned to high cost areas in CONUS.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

As part of the DoD Quality of Life Initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 109 percent of the national cost of living average. At present, implementation is tentatively scheduled for July 1, 1995. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 109 percent of the national cost of living average.

Details of the computations are shown below.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Officers	0	0.00	0	0	0.00	0	1,770	458.40	811	1,770	472.94	837
TOTAL CONUS COLA			\$0						\$811			\$837

(Amount in Thousands)

**PROJECT: UNIFORM ALLOWANCES - OFFICERS**

FY 1994 Actual	\$1,781
FY 1995 Estimate	\$1,828
FY 1996 Estimate	\$1,808
FY 1997 Estimate	\$1,921

**PART I - PURPOSE AND SCOPE**

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 National Defense Authorization Act authorized the payment of Civilian Clothing Allowance for Air Force Officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount
Initial Allowances	4,903	200.00	981	5,059	200.00	1,012	4,968	200.00	994	5,324	200.00	1,065
Additional Allowances	4,903	100.00	490	5,059	100.00	506	4,968	100.00	497	5,324	100.00	532
Civilian Clothing	308	1,005.37	310	302	1,025.86	310	300	1,055.75	317	298	1,087.41	324
TOTAL UNIFORM ALLOWANCES			\$1,781						\$1,828			\$1,921

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

	FY 1994 Actual	\$2,222
	FY 1995 Estimate	\$2,186
	FY 1996 Estimate	\$2,182
	FY 1997 Estimate	\$2,191

**PART I - PURPOSE AND SCOPE**

Funds provide two types of family separation allowance (FSA I & II) payments, under the provisions of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

- (1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas.
- (2) FSA II is payable when a member with dependents makes a permanent change of station, or member is on temporary duty away from permanent duty station continually for thirty days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following tables:

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICERS

PCS Overseas with Dependents not Authorized and Maintain two Homes

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>									
Colonel	6	8,042.40	48	6	8,199.23	49	6	8,445.38	51	6	8645.99	52
Lt. Colonel	25	7,743.60	194	23	7,894.60	182	22	8,131.61	179	22	8324.76	183
Major	26	7,178.40	187	24	7,318.38	176	23	7,538.09	173	23	7717.15	177
Captain	33	5,765.76	190	30	5,878.20	176	29	6,066.48	176	28	6259.08	175
1st Lieutenant	3	4,577.52	14	3	4,660.68	14	3	4,810.08	14	3	4962.72	15
2nd Lieutenant	1	3,855.32	4	1	3,928.44	4	1	4,054.32	4	1	4182.96	4
<b>Subtotal</b>	<b>94</b>	<b>\$637</b>	<b>87</b>	<b>\$601</b>	<b>84</b>	<b>\$597</b>	<b>83</b>	<b>\$606</b>				
<b>PCS CONUS or Overseas with dependents not authorized</b>	<b>535</b>	<b>900.00</b>	<b>\$482</b>	535	900.00	$482	535	900.00	$482	535	900.00	$482
<b>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</b>	<b>1,225</b>	<b>900.00</b>	<b>\$1,103</b>	1,225	900.00	$1,103	1,225	900.00	$1,103	1,225	900.00	$1,103
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>												<b>\$2,182</b>
												<b>\$2,191</b>

**(Amount in Thousands)**

**PROJECT: SEPARATION PAYMENTS - OFFICER**

	FY 1994 Actual	\$116,356
	FY 1995 Estimate	\$174,044
	FY 1996 Estimate	\$194,512
	FY 1997 Estimate	\$134,267

**PART I - PURPOSE AND SCOPE**

**Funds provide:**

(1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.

(2) Severance pay to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passer, under provisions of 10 U.S.C. 637(a); disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212; and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs under the provisions of U.S.C. 1775 and 1174a, and certain members who retire under the Temporary Early Retirement Authority (TERA) under the provisions of 10 U.S.C. 8911, 8914 as amended.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Lump sum terminal leave payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, to include the lowering to the September 1, 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months times years of service times a specific percent based on the separation criteria.

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the VSI Program, and the second is the SSB Program. VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent X years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialities to facilitate force shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB in FY 1996 and FY 1997.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay (adjusted for COLA) X reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB, and the early retirement programs terminates on 1 October 1999.

**SEPARATION PAYMENTS - OFFICERS**

**Lump Sum Terminal Leave Payments**

<u>Grade</u>	FY 1994 Actual				FY 1995 Estimate				FY 1996 Estimate				FY 1997 Estimate			
	No. <u>Pymt</u>	Average <u>Days</u>	Rate <u>Amount</u>		No. <u>Pymt</u>	Days	Average <u>Rate</u>	Amount	No. <u>Pymt</u>	Days	Average <u>Rate</u>	Amount	No. <u>Pymt</u>	Days	Average <u>Rate</u>	Amount
General	155	55.7	4,587.15	711	155	55.7	4,805.95	745	127	55.7	4,960.03	630	185	57.5	5,002.77	926
Colonel	2,525	46.1	3,377.20	8,527	2599	46.1	3,443.06	8,949	2,399	46.1	3,527.38	8,462	2,167	44.7	3,631.61	7,870
Lt. Colonel	2,261	32.7	2,199.42	4,973	1301	32.7	2,242.30	2,917	1,437	32.7	2,297.22	3,301	1,352	36.3	2,384.08	3,223
Major	3,701	30.4	2,597.48	9,613	2898	30.4	2,648.13	7,568	2,335	30.4	2,712.99	6,335	1,855	30.6	2,737.88	5,079
Captain	2,859	22.9	2,110.33	6,033	4326	22.9	2,151.48	9,307	3,403	22.9	2,204.17	7,501	3,147	29.3	2,533.59	7,973
1st Lieutenant	187	17.8	1,448.91	271	224	17.8	1,477.17	331	284	17.8	1,513.34	430	371	18.2	1,557.65	578
2nd Lieutenant	59	14.1	725.24	43	76	14.1	739.38	56	62	14.1	757.48	47	61	14.5	779.66	48
<b>Subtotal Lump Sum Terminal Leave</b>				\$30,171				\$29,873				\$26,706				\$25,697
<b>Separation Pay</b>																
Fall Promotion/Unfit	398	50,789.00	20,214	488	53,434.00	26,076	613	54,716.00	33,541	606	56,413	34,186				
Disability	18	41,668.00	750	25	42,926.00	1,073	25	43,956.00	1,099	25	45,319	1,133				
Severance Pay, Non Disability																
Invol-Half Pay 5%	3	19,125.00	57	1	19,702.00	20	1	20,175.00	20	1	20,800	21				
Invol-Full Pay 10%	22	54,601.00	1,201	19	56,250.00	1,069	24	57,600.00	1,382	24	59,386	1,425				
SSB	40	115,200.00	4,608	385	61,384.00	23,633	0	0.00	0	0	0	0				
VSI*	0	0.00	0				0	0	0	0	0	0				
VSI Trust Fund **	96	0	613	59,355	0	1,481	1	92,300	600	1	85,377	1				
15 Year Retirement	1,070	86,185														
<b>Subtotal Separation Pay</b>								\$144,171								
<b>TOTAL SEPARATION PAYMENTS</b>				\$116,356				\$174,044				\$194,512				

\*All VSI recipients to be paid from the VSI Trust Fund per OSD Guidance.

\*\*Payments to the VSI Trust Fund are in compliance with the amounts directed by OSD. Based on the Deputy Secretary's Program Budget Decision, sufficient funds are already

(Amount in Thousands)

**PROJECT: SOCIAL SECURITY TAX (EMPLOYERS CONTRIBUTION) - OFFICERS**

FY 1994 Actual	\$291,457
FY 1995 Estimate	\$285,518
FY 1996 Estimate	\$289,322
FY 1997 Estimate	\$284,856

**PART I - PURPOSE AND SCOPE**

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101 and 3111.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45 percent medical contribution. Effective 1 January 1990, the tax rate was 6.20 percent on \$51,300 taxable income. The Government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings are as follows:

Calendar Year 1994 - 7.65% on First \$60,600  
Calendar Year 1995 - 7.65% on First \$61,200  
Calendar Year 1996 - 7.65% on First \$63,000  
Calendar Year 1997 - 7.65% on First \$64,200

Funding for FY 1994, FY 1995, FY 1996 and FY 1997 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Officers	82,264	3,013.07	247,867	79,851	3,089.55	246,704	77,529	3,179.07	246,470	76,494	3,246.97	248,374
Wage Credit			43,590			38,814			42,852			36,482
TOTAL SOCIAL SECURITY TAX			\$291,457			\$285,518			\$289,322			\$284,856

PAY & ALLOWANCES OF ENLISTED

**SCHEDULE OF INCREASES AND DECREASES**  
**(In Thousands of Dollars)**

**2. Pay and Allowances of Enlisted**

FY 1996 Direct Program Request..... \$9,650,017

Increases:

Selective Reenlistment Bonus (SRB) .....	1,105
- Increase in number of payments	
Clothing Allowance .....	1,941
- Increase in initial issue clothing payments	5,656
- Decrease in replacement/supplemental allowance item payments	-3,715
Special Duty Assignment Pay.....	115
- Increase in workyears	
CONUS COLA.....	16
- Increase in rate	
Total Increases.....	3,177
<u>Decreases:</u>	
Family Separation Allowance .....	-245

- 1 Jan 97 3.1% pay raise	90
- Annualization of 1 Jan 96 2.4 % pay raise	23
- Decrease in workyears	-358
Special Pay .....	..... -49
- Decrease in payments	-49
Variable Housing Allowance .....	..... -2,185
- Decrease in workyears	-5,992
- Increase in rates	3,807
Social Security (FICA) .....	..... -11,393
- 1 Jan 97 3.1% pay raise	9,895
- Annualization of 1 Jan 96 2.4 % pay raise	2,494
- Decrease in Wage Credit amount	-10,730
- Decrease in workyears	-13,052
Reimbursements .....	..... -3,247
- Increase in reimbursements causes decrease in direct program requirements	-3,247
Basic Allowance for Quarters .....	..... -4,350
- 1 Jan 97 3.1% pay raise	18,277
- Annualization of 1 Jan 96 3.4 % pay raise	6,403
- Decrease in workyears	-29,030
Basic Pay .....	..... -8,678

- 1 Jan 97 3.1% pay raise	129,345		
- Annualization of 1 Jan 96 2.4 % pay raise	32,597		
- Decrease in workyears	-170,620		
Retired Pay Accrual		-133,783	
- 1 Jan 97 3.1% pay raise	39,579		
- Annualization of 1 Jan 96 2.4 % pay raise	9,975		
- Decrease in RPA rate	-131,020		
- Decrease in workyears	-52,317		
Overseas Station Allowance.....		-5,848	
-Increase in rates	8,625		
-Decrease in workyears	-14,473		
Separations .....		-83,930	
- 1 Jan 97 3.1% pay raise	654		
- Decrease in involuntary separation	-2,295		
- Annualization of 1 Jan 96 2.4 % pay raise	164		
- Increase in disability rate	206		
- Decrease in LSTL payments	-5,443		
- Decrease in early retirement payments	-24,216		
- Decrease in VSI Trust Fund Payment	-53,000		
Total Decreases.....		-253,708	
FY 1997 Military Personnel, Air Force Direct Program.....			\$9,399,486

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED	FY 1994 Actual	\$6,066,148
	FY 1995 Estimate	\$5,817,348
	FY 1996 Estimate	\$5,701,194
	FY 1997 Estimate	\$5,692,516

#### PART I - PURPOSE AND SCOPE

Funds provide basic compensation to enlisted personnel on active duty, including length of service increments, under provision of 37 United States Codes 201, 203 and 205.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force enlisted personnel program reflects losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB) programs, and the Temporary Early Retirement Authority (TERA) for FY 1994 and FY 1995. Currently, we have incentivized losses through TERA for FY 1996, and no incentivized losses for FY 1997.

FY 1994 beginning strength was 356,126 with an ending strength of 341,317 resulting in the utilization of 350,281 workyears.

FY 1995 beginning strength will be 341,317 and ending with 318,311 using 328,629 workyears.

FY 1996 beginning strength will be 318,311 and ending with 308,272 using 314,542 workyears.

FY 1997 beginning strength will be 308,272 and ending with 306,759 using 309,421 workyears.

Funding requirements include annualized pay raises of 2.2 percent in FY 1994, 2.6 percent in FY 1995, 2.4 percent in FY 1996, and 3.1 percent in FY 1997.

(Amount in Thousands)

**BASIC PAY - ENLISTED**

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	3,550	36,487	120,529	3,345	37,268	124,661	3,218	37,903	121,973	3,157	38,539	121,668
Senior Master Sergeant	7,202	29,870	215,123	6,508	30,553	198,836	6,337	31,156	197,434	6,231	31,832	198,342
Master Sergeant	36,404	25,250	919,208	34,627	25,858	895,395	32,868	26,431	868,731	31,043	27,132	842,270
Technical Sergeant	50,190	21,547	1,081,426	44,754	22,080	988,187	40,937	22,711	929,715	38,284	23,293	891,753
Staff Sergeant	82,512	18,048	1,489,192	79,822	18,486	1,476,408	78,893	19,015	1,500,164	77,622	19,605	1,521,742
Sergeant	92,959	14,586	1,355,926	85,710	14,949	1,281,296	80,363	15,417	1,238,970	75,501	15,638	1,180,658
Airman First Class	47,640	11,862	565,106	43,709	12,192	532,880	38,811	12,465	483,784	39,367	12,852	505,938
Airman	18,591	11,138	207,067	17,706	11,448	202,167	19,827	11,698	231,929	23,816	12,040	286,748
Airman Basic	11,233	9,220	103,571	12,448	9,440	117,508	13,288	9,670	128,494	14,400	9,958	143,397
<b>TOTAL BASIC PAY</b>	<b>350,281</b>		<b>\$6,066,148</b>	<b>328,629</b>		<b>\$5,817,348</b>	<b>314,542</b>		<b>\$5,701,194</b>	<b>309,421</b>		<b>\$5,692,516</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 1994 Actual	\$2,183,813
FY 1995 Estimate	\$2,065,159
FY 1996 Estimate	\$1,875,693
FY 1997 Estimate	\$1,741,910

**PART I - PURPOSE AND SCOPE**

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under provisions of 10 United States Code 1466. Retired pay accrual amounts are approved rates based on the latest economic assumptions, i.e., interest, salary and cost-of-living adjustments.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived using accrual percentages of 36.0 for FY 1994, 35.5 for FY 1995, 32.9 for FY 1996, and 30.6 for FY 1997 based on the total amount of basic pay expected to be paid during each fiscal year to enlisted members of the Air Force.

The computation of fund requirements is shown in the following table:

<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
			<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
350,281	6234.46	\$2,183,813	328,629	6284.17	\$2,065,159	314,542	5963.25	\$1,875,693	309,421	5629.58	\$1,741,910
TOTAL RETIRED PAY ACCRUAL					\$2,065,159			\$1,875,693			\$1,741,910

**(Amount in Thousands)**

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	FY 1994 Actual	\$22,705
	FY 1995 Estimate	\$21,453
	FY 1996 Estimate	\$20,485
	FY 1997 Estimate	\$20,485

**PART I - PURPOSE AND SCOPE**

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to enlisted personnel under provisions of 37 United States Code 301 as follows:

- (1) Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay.
- (2) Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member.
- (3) Parachute Jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight.
- (4) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard.
- (5) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject.
- (6) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide.
- (7) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms.
- (8) Other hazardous duty required by order and authorized under the provisions of 37 United States Code 301.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per workyear.

The computation of fund requirements is provided in the following tables:

(Amount in Thousands)

**INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED**

**Flying Duty Crew Members**

Grade	FY 1994 Actual				FY 1995 Estimate				FY 1996 Estimate				FY 1997 Estimate			
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears
Chief Master Sergeant	156	2,400	374	144	2,400	346	138	2,400	331	138	2,400	331	138	2,400	331	138
Senior Master Sergeant	341	2,400	818	317	2,400	761	304	2,400	730	304	2,400	730	304	2,400	730	304
Master Sergeant	1,555	2,400	3,732	1,441	2,400	3,458	1,388	2,400	3,331	1,388	2,400	3,331	1,388	2,400	3,331	1,388
Technical Sergeant	1,997	2,100	4,194	1,850	2,100	3,885	1,782	2,100	3,742	1,782	2,100	3,742	1,782	2,100	3,742	1,782
Staff Sergeant	2,359	1,800	4,246	2,186	1,800	3,935	2,105	1,800	3,789	2,105	1,800	3,789	2,105	1,800	3,789	2,105
Sergeant	1,967	1,500	2,951	1,822	1,500	2,733	1,755	1,500	2,633	1,755	1,500	2,633	1,755	1,500	2,633	1,755
Airman First Class	529	1,320	698	490	1,320	647	472	1,320	623	472	1,320	623	472	1,320	623	472
Airman	57	1,320	75	53	1,320	70	51	1,320	67	51	1,320	67	51	1,320	67	51
Airman Basic	5	1,320	7	5	1,320	7	5	1,320	7	5	1,320	7	5	1,320	7	5
<b>Subtotal Flying Duty Crew</b>	<b>8,966</b>		<b>\$17,095</b>	<b>8,308</b>		<b>\$15,842</b>	<b>8,000</b>		<b>\$15,253</b>	<b>8,000</b>		<b>\$15,253</b>	<b>8,000</b>		<b>\$15,253</b>	<b>8,000</b>
<b>Non-Crew Members</b>	<b>513</b>	<b>1,320</b>	<b>\$677</b>	<b>513</b>	<b>1,320</b>	<b>\$677</b>	<b>513</b>	<b>1,320</b>	<b>\$677</b>	<b>513</b>	<b>1,320</b>	<b>\$677</b>	<b>513</b>	<b>1,320</b>	<b>\$677</b>	<b>513</b>
<b>Subtotal Flying Duty Pay</b>	<b>9,479</b>		<b>\$17,772</b>	<b>8,821</b>		<b>\$16,519</b>	<b>8,513</b>		<b>\$15,930</b>	<b>8,513</b>		<b>\$15,930</b>	<b>8,513</b>		<b>\$15,930</b>	<b>8,513</b>
<b>Other Incentive Pay</b>																
Para Jumping (Reg/HALO)	891	1,856	1,654	891	1,857	1,655	977	1,858	1,815	977	1,858	1,815	977	1,858	1,815	977
Experimental Stress	573	1,320	756	573	1,320	756	450	1,320	594	450	1,320	594	450	1,320	594	450
Demolition Duty	1,129	1,320	1,490	1,129	1,320	1,490	843	1,320	1,113	843	1,320	1,113	843	1,320	1,113	843
Toxic Fuel Handlers	730	1,320	964	730	1,320	964	730	1,320	964	730	1,320	964	730	1,320	964	730
L/Hazard Bio Org	52	1,320	69	52	1,320	69	52	1,320	69	52	1,320	69	52	1,320	69	52
<b>Subtotal Other Incentive Pay</b>	<b>3,375</b>		<b>\$4,933</b>	<b>3,375</b>		<b>\$4,934</b>	<b>3,052</b>		<b>\$4,555</b>	<b>3,052</b>		<b>\$4,555</b>	<b>3,052</b>		<b>\$4,555</b>	<b>3,052</b>
<b>TOTAL INCENTIVE PAY</b>	<b>12,854</b>		<b>\$22,705</b>	<b>12,196</b>		<b>\$21,453</b>	<b>11,565</b>		<b>\$20,485</b>	<b>11,565</b>		<b>\$20,485</b>	<b>11,565</b>		<b>\$20,485</b>	<b>11,565</b>

**PROJECT: SPECIAL PAY - ENLISTED**

(Amount in Thousands)

FY 1994 Actual	\$30,770
FY 1995 Estimate	\$26,742
FY 1996 Estimate	\$26,193
FY 1997 Estimate	\$26,144

**PART I - PURPOSE AND SCOPE**

Funds provide special pay to enlisted personnel for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of 37 United States Code 305 and 305a; for duty subject to hostile fire under the provisions of 37 United States Code 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 United States Code 314.

(1) **Duty At Certain Places (Foreign Duty)** - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.

(2) **Overseas Duty Extension Pay** - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced in that there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds.

(3) **Diving Duty Pay** - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 304. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$300/month for enlisted personnel, the amounts paid by the Air Force are \$150 or \$100 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields, pararescue and diving duty basic. Changes in DoD Pay Manual have authorized members to receive pay when they start training. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.

(4) **Hostile Fire Pay** - Paid to members who serve in designated areas subject to specific dangers.

(5) **Foreign Language Proficiency Pay** - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay, ranging between \$75 and \$100 a month, is based on proficiency skill levels.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible. These areas are sensitive to initiatives in support of the national defense mission. They include continuing efforts such as Restore Hope, Provide Promise, Provide Comfort and Deny Flight.

Details of the computation are shown in the following tables.

(Amount in Thousands)

**SPECIAL PAY - ENLISTED**

**Duty at Certain Places**

<u>Grade</u>	FY 1994 Actual				FY 1995 Estimate				FY 1996 Estimate				FY 1997 Estimate			
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	
Chief Master Sergeant	164	270	44	144	270	39	134	270	36	133	270	36	133	270	36	
Senior Master Sergeant	473	270	128	416	270	112	390	270	105	386	270	104	386	270	104	
Master Sergeant	2,344	270	633	2,153	270	581	2,019	270	545	1,995	270	539	1,995	270	539	
Technical Sergeant	3,808	240	914	3,411	240	819	3,198	240	768	3,161	240	759	3,161	240	759	
Staff Sergeant	7,413	192	1,423	6,778	192	1,301	6,355	192	1,220	6,280	192	1,206	6,280	192	1,206	
Sergeant	9,146	156	1,427	8,176	156	1,275	7,666	156	1,196	7,577	156	1,182	7,577	156	1,182	
Airman First Class	3,716	108	401	3,291	108	355	3,085	108	333	3,049	108	329	3,049	108	329	
Airman	1,135	96	109	1,046	96	100	981	96	94	970	96	93	970	96	93	
Airman Basic	153	96	15	142	96	14	133	96	13	131	96	13	131	96	13	
<b>Subtotal Duty at Certain Places</b>	<b>28,352</b>		<b>\$5,094</b>	<b>25,557</b>			<b>\$4,596</b>	<b>23,961</b>			<b>\$4,310</b>		<b>23,682</b>		<b>\$4,261</b>	
<b>Diving Duty-Basic Scuba</b>	<b>14</b>	<b>1,320</b>	<b>\$18</b>	<b>11</b>	<b>1,320</b>	<b>\$15</b>	<b>11</b>	<b>1,320</b>	<b>\$15</b>	<b>11</b>	<b>1,320</b>	<b>\$15</b>	<b>11</b>	<b>1,320</b>	<b>\$15</b>	
<b>Diving Duty-Pararescue</b>	<b>605</b>	<b>1,800</b>	<b>\$1,089</b>	<b>564</b>	<b>1,800</b>	<b>\$1,015</b>	<b>564</b>	<b>1,800</b>	<b>\$1,015</b>	<b>564</b>	<b>1,800</b>	<b>\$1,015</b>	<b>564</b>	<b>1,800</b>	<b>\$1,015</b>	
<b>Overseas Extension</b>	<b>775</b>	<b>960</b>	<b>\$744</b>	<b>817</b>	<b>960</b>	<b>\$784</b>	<b>760</b>	<b>960</b>	<b>\$730</b>	<b>760</b>	<b>960</b>	<b>\$730</b>	<b>760</b>	<b>960</b>	<b>\$730</b>	
<b>Sea Duty</b>	<b>8</b>	<b>660</b>	<b>\$5</b>	<b>4</b>	<b>660</b>	<b>\$3</b>	<b>4</b>	<b>660</b>	<b>\$3</b>	<b>4</b>	<b>660</b>	<b>\$3</b>	<b>4</b>	<b>660</b>	<b>\$3</b>	
<b>Hostile Fire</b>	<b>11,731</b>	<b>1,800</b>	<b>\$21,116</b>	<b>9,810</b>	<b>1,800</b>	<b>\$17,658</b>	<b>9,810</b>	<b>1,800</b>	<b>\$17,658</b>	<b>9,810</b>	<b>1,800</b>	<b>\$17,658</b>	<b>9,810</b>	<b>1,800</b>	<b>\$17,658</b>	
<b>Foreign Lang Pro Pay</b>	<b>2,504</b>	<b>1,080</b>	<b>\$2,704</b>	<b>2,473</b>	<b>1,080</b>	<b>\$2,671</b>	<b>2,280</b>	<b>1,080</b>	<b>\$2,462</b>	<b>2,280</b>	<b>1,080</b>	<b>\$2,462</b>	<b>2,280</b>	<b>1,080</b>	<b>\$2,462</b>	
<b>TOTAL SPECIAL PAY</b>	<b>43,989</b>		<b>\$30,770</b>	<b>39,236</b>			<b>\$25,742</b>	<b>37,390</b>			<b>\$26,193</b>		<b>37,111</b>		<b>\$26,144</b>	

(Amount in Thousands)

**PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED**

FY 1994 Actual	\$11,455
FY 1995 Estimate	\$14,353
FY 1996 Estimate	\$15,307
FY 1997 Estimate	\$15,422

**PART I - PURPOSE AND SCOPE**

Special duty assignment pay is authorized by United States Code 307 as an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of this submission, the Air Force has designated 20 specific duties. Payment is based on skill levels with monthly rates ranging from \$55 to \$275.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Special duty assignment pay is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, tactical air command and control personnel, parachuting instructors, defense couriers, members of two joint operational commands, members of two special governmental agencies, and a classified Air Force project. The duties are demanding, arduous and require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties, requiring periodic justification, with changes as may be indicated by the review. This program is dynamic, in that duties may be added or deleted throughout the year.

Workyears	Amount	FY 1994 Actual		FY 1995 Estimate		FY 1996 Estimate		FY 1997 Estimate	
		Workyears	Amount	Workyears	Amount	Workyears	Amount	Workyears	Amount
SD-5 (\$275)	2,355	6,466	2,800	9,240	2,848	9,398	2,850	9,405	
SD-4 (\$220)	326	719	389	1,027	396	1,045	396	1,045	
SD-3 (\$165)	1,664	2,744	1,854	3,059	1,929	3,819	1,984	3,928	
SD-2 (\$110)	1,253	1,377	667	880	678	895	678	895	
SD-1 (\$55)	259	149	223	147	227	150	226	149	
TOTAL SPECIAL DUTY ASSIGNMENT PAY	5,857	\$11,455	5,933	\$14,353	6,078	\$15,307	6,134	\$15,422	

(Amount in Thousands)

**PROJECT: SELECTIVE REENLISTMENT BONUS**

FY 1994 Actual	\$25,409
FY 1995 Estimate	\$26,402
FY 1996 Estimate	\$32,948
FY 1997 Estimate	\$34,053

**PART I - PURPOSE AND SCOPE**

A Selective Reenlistment Bonus (SRB) is authorized by Title 37 United States Code 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to 10 months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service, not to exceed a total amount of \$45,000. The Air Force has chosen to place a ceiling of \$30,000 on the bonus and has capped the base pay multiple at 3.5 percent. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment program paying 50 percent up front and the remainder in equal annual payments. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistments of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

While the overall force is drawing down, the need for bonuses is not directly tied to the overall strength levels, but rather to needs in specific skills. Thus, no matter how large or rapid the drawdown, there will always be some specific skills with insufficient retention and a need for the bonus. We will also experience small year groups entering the reenlistment window in FYs 1995-1997, and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills; voluntary and involuntary retraining out of overage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands)

**SELECTIVE REENLISTMENT BONUS (SRB)**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>									
Initial Payments	2,305	4,167	\$9,606	2,993	4,278	\$12,804	4,403	4,511	\$19,861	4,245	4,594	\$19,499
Anniversary Payments	19,572	798	\$15,628	14,161	932	\$13,198	13,062	971	\$12,687	13,480	1,050	\$14,154
Accelerated Payments	496	352	\$175	1,250	320	\$400	1,250	320	\$400	1,250	320	\$400
<b>TOTAL</b>	<b>22,373</b>		<b>\$25,409</b>	<b>18,404</b>		<b>\$26,402</b>	<b>18,715</b>		<b>\$32,948</b>	<b>18,975</b>		<b>\$34,053</b>

**REENLISTMENT BONUS OUTYEAR IMPACT**  
**MILITARY PERSONNEL, AIR FORCE**  
**(Amounts in Thousands)**

	FY 1994		FY 1995		FY 1996		FY 1997		FY 1998		FY 1999		FY 2000		FY 2001	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obl	19,572	15,628	11,875	10,887	7,844	7,277	4,007	3,989	1,710	1,734						
Accel Payments	496	175	1,250	400	1,250	400	1,250	400	2,180	2,263	4,848	3,038	3,228	2,810		
Prior Yr (FY 94)	2,305	9,606	2,286	2,311	2,245	2,304										
Current Yr (FY 95)			2,993	12,804	2,973	3,106	2,920	3,073	2,835	3,041	2,024	1,861	1,348	1,722		
Budget Yr (FY 96)					4,403	19,861	4,373	4,818	4,295	4,767	4,171	4,717	2,978	2,888	1,739	2,583
Budget Yr (FY 97)						4,245	19,500	4,216	4,731	4,141	4,680	4,021	4,631			
Annual Payments	20,068	\$15,803	15,411	\$13,598	14,312	\$13,087	14,730	\$14,553	17,904	\$17,311	13,564	\$14,068	8,347	\$9,241	1,739	\$2,583
TOTAL SRB	22,373	\$25,409	18,404	\$26,402	18,715	\$32,948	18,975	\$34,053	17,904	\$17,311	13,564	\$14,068	8,347	\$9,241	1,739	\$2,583

**PROJECT: ENLISTMENT BONUS**

FY 1994 Actual	\$759
FY 1995 Estimate	\$1,221
FY 1996 Estimate	\$1,651
FY 1997 Estimate	\$1,651

**PART I - PURPOSE AND SCOPE**

An enlistment bonus is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills which are characterized by an inadequate number of enlistments to meet accession objectives. The maximum bonus authorized by law is \$12,000; however, the Air Force currently pays a maximum of \$4,000 and requires recipients to enlist for a six year term. The Air Force currently pays the bonus to eight specific skill areas.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

An enlistment bonus is currently paid to crypto-linguists, and explosive ordinance disposal, combat control and pararescue personnel. It is paid upon completion of technical training, and therefore not only helps to attract enlistments, but also reduces training attrition. Funds are requested based on the number of enlistees required and programmed to enter the designated specialties.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
New Payments	0	1,000	0	0	1,000	0	0	1,000	0	0	1,000	0
Residual:	0	1,000	0	21	1,000	21	33	1,000	33	33	1,000	33
	1	3,000	3	128	3,000	384	154	3,000	462	154	3,000	462
	189	4,000	756	204	4,000	816	289	4,000	1,156	289	4,000	1,156
TOTAL	190		\$759	353		\$1,221	476		\$1,651	476		\$1,651

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - ENLISTED	FY 1994 Actual	\$828,903
	FY 1995 Estimate	\$803,837
	FY 1996 Estimate	\$801,273
	FY 1997 Estimate	\$796,923

#### PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 United States Code Section 403, with or without dependents, and to enlisted personnel occupying inadequate family housing under the provisions of 10 United States Code Section 2830.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the "with-dependent" rate less the current experienced average rate charge of the fair rental value of the housing unit. Pay raise adjustments are: FY 1994, 2.2 percent; FY 1995, 2.6 percent; FY 1996, 2.4 percent, and 3.1 percent in FY 1997. As a part of the Quality of Life Proposal, BAQ rates increased for With and Without Dependents by an additional 1 percent above the pay raise in FY 1996 only. This results in a 3.4% increase in the rate for the FY 1996 requirements.

The computation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

With Dependents

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	2,295	7,009.20	16,088	2,205	7,145.88	15,757	2,157	7,374.82	15,904	2,115	7,608.83	16,090
Senior Master Sergeant	4,438	6,462.00	28,679	4,089	6,588.01	26,940	4,048	6,799.08	27,520	3,979	7,014.82	27,909
Master Sergeant	20,574	6,001.20	123,467	19,957	6,118.22	122,104	19,254	6,314.24	121,572	18,179	6,514.60	118,426
Technical Sergeant	26,358	5,547.60	146,226	23,970	5,655.78	135,566	22,284	5,836.98	130,069	20,832	5,963.95	124,244
Staff Sergeant	33,639	4,986.00	167,725	33,187	5,083.23	168,696	33,337	5,246.08	174,891	32,790	5,412.55	177,477
Sergeant	27,633	4,338.00	119,873	25,983	4,422.59	114,914	24,761	4,564.28	113,018	23,255	4,709.11	109,510
Airman First Class	10,895	4,035.60	43,966	10,194	4,114.29	41,939	9,199	4,246.11	39,060	9,328	4,380.84	40,863
Airman	3,187	3,841.20	12,240	3,094	3,916.10	12,117	3,522	4,041.57	14,235	4,230	4,169.81	17,639
Airman Basic	1,230	3,841.20	4,725	1,390	3,916.10	5,444	1,509	4,041.57	6,097	1,634	4,169.81	6,812
<b>Subtotal with Dependents</b>	<b>130,249</b>		<b>\$662,989</b>	<b>124,070</b>		<b>\$643,477</b>	<b>120,070</b>		<b>\$642,366</b>	<b>116,341</b>		<b>\$638,970</b>

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	224	5,320.80	1,194	216	5,424.56	1,171	209	5,598.35	1,172	206	5,775.99	1,191
Senior Master Sergeant	535	4,885.20	2,615	493	4,980.46	2,456	488	5,140.03	2,509	480	5,303.13	2,545
Master Sergeant	3,403	4,168.80	14,185	3,298	4,250.09	14,018	3,182	4,386.26	13,957	3,004	4,525.44	13,594
Technical Sergeant	6,175	3,776.40	23,317	5,611	3,850.04	21,603	5,216	3,973.39	20,725	4,876	4,099.47	19,990
Staff Sergeant	12,746	3,481.20	44,373	12,566	3,549.08	44,598	12,624	3,662.79	46,238	12,416	3,779.02	46,921
Sergeant	18,194	3,027.60	55,085	17,096	3,086.64	52,769	16,292	3,185.53	51,898	15,300	3,286.61	50,286
Airman First Class	5,292	2,973.60	15,737	4,949	3,031.59	15,003	4,466	3,128.71	13,973	4,528	3,227.99	14,616
Airman	868	2,415.60	2,096	842	2,462.70	2,073	958	2,541.60	2,435	1,151	2,622.25	3,018
Airman Basic	56	2,149.20	121	63	2,191.11	139	69	2,261.31	157	74	2,333.06	174
<b>Subtotal Without Dependents</b>	<b>47,494</b>		<b>\$158,723</b>	<b>45,134</b>		<b>\$153,830</b>	<b>43,505</b>		<b>\$153,064</b>	<b>42,036</b>		<b>\$152,335</b>

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Partial Allowance

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	5	223.20	1	5	223.20	1	5	223.20	1	4	223.20	1
Senior Master Sergeant	26	183.60	5	22	183.60	4	21	183.60	4	19	183.60	4
Master Sergeant	206	144.00	30	192	144.00	28	174	144.00	25	156	144.00	22
Technical Sergeant	451	118.80	54	394	118.80	47	343	118.80	41	306	118.80	36
Staff Sergeant	3,239	104.40	338	3,072	104.40	321	2,891	104.40	302	2,703	104.40	282
Sergeant	17,596	97.20	1,710	15,911	97.20	1,547	14,200	97.20	1,380	12,687	97.20	1,233
Airman First Class	24,694	93.60	2,311	22,220	93.60	2,080	18,781	93.60	1,758	18,112	93.60	1,695
Airman	13,165	86.40	1,137	12,297	86.40	1,062	13,108	86.40	1,133	14,969	86.40	1,293
Airman Basic	8,221	82.80	681	8,935	82.80	740	9,078	82.80	752	9,334	82.80	774
<b>Subtotal Without Dependents (partial)</b>	<b>67,602</b>	<b>\$6,267</b>	<b>63,050</b>	<b>\$5,830</b>	<b>58,601</b>	<b>\$5,396</b>	<b>58,310</b>	<b>\$5,340</b>				

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Grade	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0
Senior Master Sergeant	0	1,746.00	0	0	1,780.05	0	1	1,823.64	2	0	1,877.04	0
Master Sergeant	16	1,696.80	27	12	1,729.89	21	7	1,772.25	12	4	1,824.15	7
Technical Sergeant	55	1,560.24	87	40	1,590.66	63	23	1,629.62	37	14	1,677.34	24
Staff Sergeant	154	1,429.56	220	119	1,457.44	173	76	1,493.13	113	48	1,536.85	74
Sergeant	324	1,239.60	402	239	1,263.77	302	151	1,294.72	196	87	1,332.63	116
Airman First Class	154	1,145.88	176	112	1,168.22	131	66	1,196.83	79	42	1,231.88	52
Airman	9	1,092.24	10	7	1,113.54	8	5	1,140.81	6	4	1,174.21	4
Airman Basic	2	1,096.56	2	2	1,117.94	2	2	1,145.32	2	1	1,178.86	1
Subtotal Inadequate Family Housing	713	\$924	530	\$700	331	\$447	200	\$278				
TOTAL BASIC ALLOWANCE FOR QUARTERS	246,058	828,903	232,784	803,837	222,507	801,273	216,887	796,923				

(Amount in Thousands)

**PROJECT: VARIABLE HOUSING ALLOWANCE - ENLISTED**

FY 1994 Actual	\$170,354
FY 1995 Estimate	\$167,880
FY 1996 Estimate	\$163,433
FY 1997 Estimate	\$161,248

**PART I - PURPOSE AND SCOPE**

Funds provide for payment of Variable Housing Allowance (VHA) authorized under provisions of 37 United States Code Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the United States is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the United States which would qualify the member to receive a VHA if assigned to duty in that area.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Variable housing allowance, as authorized in the Joint Federal Travel Regulation, is used to partially offset high cost housing in designated areas. It is authorized to members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in the same grade throughout the continental United States, Alaska and Hawaii. A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full "with dependent" rate and the full "without dependent" rate, adjusted for approved inflation. Variable housing allowance is computed by multiplying the number eligible by the percentage experienced during FY1994.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - ENLISTED

Grade	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	
Chief Master Sergeant	2,327	1,833.84	4,268	2,267	1,870.98	4,241	2,140	1,925.73	4,120	2,090	1,983.50	
Senior Master Sergeant	4,598	1,653.24	7,601	4,264	1,686.72	7,193	4,101	1,736.98	7,119	4,016	1,788.16	
Master Sergeant	21,582	1,531.08	33,044	21,333	1,562.08	33,324	20,111	1,607.80	32,334	18,888	1,656.03	
Technical Sergeant	27,588	1,296.84	35,777	25,470	1,323.10	33,699	23,225	1,361.82	31,629	21,566	1,402.68	
Staff Sergeant	38,809	1,094.04	42,488	38,871	1,116.19	43,388	38,195	1,148.86	43,880	37,349	1,183.33	
Sergeant	38,770	891.96	34,581	37,010	910.02	33,680	34,519	936.65	32,332	32,213	964.75	
Airman First Class	14,521	639.96	9,233	13,793	652.92	9,006	12,176	672.03	8,183	12,275	692.19	
Airman	3,832	673.80	2,582	3,620	687.44	2,489	4,108	707.56	2,907	4,920	728.79	
Airman Basic	1,288	582.60	750	1,447	594.40	860	1,518	611.79	929	1,639	630.15	
<b>TOTAL</b>	153,315	170,354	148,076		167,880	140,093		163,433	134,957		161,248	

**(Amount In Thousands)**

**PROJECT: STATION ALLOWANCES, OVERSEAS - ENLISTED**

	FY 1994 Actual	\$344,221
	FY 1995 Estimate	\$332,415
	FY 1996 Estimate	\$314,770
	FY 1997 Estimate	\$308,922

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 United States Code 403 and 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Station Allowances, Overseas consists of: (a) cost of living allowance (COLA), (b) overseas housing allowance (OHA), (c) temporary lodging allowance (TLA), and (d) moving-in housing allowance (MIHA). COLA is based on FY 1994 experience adjusted to reflect changes in overseas strength. The rates for FY 1994/95 reflect the most recent experience; the rates for FY 1996/97 reflect the foreign currency rates in effect as of 1 January 1995. OHA consist of the difference between the basic allowance for quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes of each type of allowance.

The workyears for cost of living allowance, housing allowance, temporary lodging allowance, and moving-in allowance are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

**STATION ALLOWANCES, OVERSEAS - ENLISTED**

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	655	5,427	3,555	589	5,869	3,456	516	6,382	3,295	486	6,574	3,194
Senior Master Sergeant	1,416	4,839	6,853	1,274	5,233	6,668	1,112	5,691	6,329	1,051	5,862	6,162
Master Sergeant	6,613	4,577	30,269	5,950	4,950	29,454	5,191	5,383	27,944	4,908	5,545	27,215
Technical Sergeant	10,221	4,088	41,784	9,202	4,421	40,680	8,032	4,808	38,617	7,592	4,952	37,598
Staff Sergeant	18,051	3,554	64,152	16,238	3,843	62,403	14,167	4,180	59,218	13,398	4,305	57,677
Sergeant	20,176	2,737	55,222	18,147	2,960	53,715	15,838	3,219	50,982	14,973	3,315	49,634
Airman First Class	8,191	2,085	17,077	7,368	2,255	16,615	6,432	2,452	15,772	6,079	2,526	15,355
Airman	2,620	1,723	4,515	2,357	1,863	4,392	2,060	2,026	4,174	1,946	2,087	4,061
Airman Basic	390	1,289	503	352	1,394	491	302	1,516	459	290	1,561	453
<b>Total Cost of Living</b>	<b>68,334</b>		<b>\$223,930</b>	<b>61,478</b>		<b>\$217,874</b>	<b>53,651</b>		<b>\$206,790</b>	<b>50,722</b>		<b>\$201,349</b>

(Amount in Thousands)

**STATION ALLOWANCES, OVERSEAS - ENLISTED**

<u>Housing Allowance</u>	FY 1994 Actual				FY 1995 Estimate				FY 1996 Estimate				FY 1997 Estimate			
	<u>Grade</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	193	5,080	\$980	171	5,494	\$939	148	5,975	\$885	144	6,154	\$885	885	144	6,154	885
Senior Master Sergeant	386	4,736	1,827	341	5,122	1,747	294	5,571	1,636	286	5,738	1,638	1,638	286	5,738	1,638
Master Sergeant	1,982	4,248	8,420	1,753	4,594	8,053	1,511	4,996	7,550	1,469	5,146	7,560	7,560	1,469	5,146	7,560
Technical Sergeant	3,633	4,224	15,344	3,213	4,568	14,677	2,769	4,968	13,758	2,693	5,117	13,782	13,782	2,693	5,117	13,782
Staff Sergeant	5,823	4,051	23,587	5,151	4,381	22,567	4,440	4,765	21,156	4,318	4,908	21,194	21,194	4,318	4,908	21,194
Sergeant	4,940	4,072	20,114	4,369	4,403	19,237	3,766	4,789	18,037	3,663	4,933	18,071	18,071	3,663	4,933	18,071
Airman First Class	1,425	5,105	7,273	1,260	5,521	6,956	1,087	6,004	6,524	1,057	6,184	6,538	6,538	1,057	6,184	6,538
Airman	292	5,715	1,666	259	6,181	1,598	222	6,722	1,495	216	6,923	1,497	1,497	216	6,923	1,497
Airman Basic	18	4,604	83	16	4,979	80	14	5,415	76	14	5,578	77	77	14	5,578	77
<b>Subtotal Housing Allowance</b>	<b>18,690</b>	<b>\$79,294</b>	<b>16,533</b>		<b>\$75,854</b>	<b>14,252</b>		<b>\$71,117</b>	<b>13,861</b>		<b>\$71,242</b>					
<b>Temporary Lodging Allowance</b>	<b>80,371</b>	<b>424</b>	<b>\$34,077</b>	<b>70,012</b>	<b>458</b>	<b>\$32,065</b>	<b>61,342</b>	<b>498</b>	<b>\$30,549</b>	<b>58,692</b>	<b>513</b>	<b>\$30,109</b>	<b>513</b>	<b>\$30,109</b>		
<b>Moving-In Housing Allowance</b>	<b>12,652</b>	<b>547</b>	<b>\$6,920</b>	<b>11,196</b>	<b>591</b>	<b>\$6,622</b>	<b>9,845</b>	<b>643</b>	<b>\$6,314</b>	<b>9,391</b>	<b>663</b>	<b>\$6,222</b>	<b>663</b>	<b>\$6,222</b>		
<b>TOTAL STATION ALLOWANCES, OVERSEAS</b>			<b>\$344,221</b>			<b>\$332,415</b>			<b>\$314,770</b>			<b>\$308,922</b>				

(Amount in Thousands)

**PROJECT: CONUS COST OF LIVING ALLOWANCE (COLA) - ENLISTED**

FY 1994 Actual	\$0
FY 1995 Estimate	\$0
FY 1996 Estimate	\$309
FY 1997 Estimate	\$325

**PART I - PURPOSE AND SCOPE**

Congress approved in the Fiscal Year 1995 DoD Authorization Act the payment of a COLA to soldiers assigned to high cost areas in CONUS.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

As part of the DoD Quality of Life initiatives high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 109 percent of the national cost of living average. At present, implementation is tentatively scheduled for July 1, 1995. Computation of program cost is the product of military member by grade and dependency status, the number of members assigned to a designated high-cost area of CONUS, and the percent by which an area's cost of non-housing goods and services exceeds 109 percent of the national cost of living average.

Details of the computation are shown below:

(Dollars in Thousands)

CONUS COLA - Enlisted	<u>Workyears</u>	<u>FY 1994 Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>FY 1995 Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>FY 1996 Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Fy 1997 Rate</u>	<u>Amount</u>

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 1994 Actual	\$102,905
FY 1995 Estimate	\$98,689
FY 1996 Estimate	\$103,418
FY 1997 Estimate	\$105,359

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of U.S.C. 418. This project includes:

- (1) Initial clothing allowances upon enlistment,
- (2) Civilian clothing allowances when authorized,
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service,
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of continuous active duty, and
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.

Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Initial clothing allowances are based on programmed numbers by type of accession. The rates prescribed by the Secretary of Defense were used each fiscal year. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on experience.

The computation of requirements is provided in the following table:

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Initial Allowances	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Number	Average	Rate	Number	Average	Rate	Number	Average	Rate	Number	Average	Rate
Military Clothing												
Civilian Life (M)	18,654	814.41		20,405	830.90		20,722	855.22		28,130	880.87	
Civilian Life (F)	6,601	924.42		6,601	943.44		6,620	970.74		7,920	999.86	
Officer Training Sq (M)	424	699.01		541	713.16		496	734.04		736	756.06	
Officer Training Sq (F)	75	856.77		95	874.12		87	899.70		78	926.69	
AF Academy Prep (M)	163	707.31		207	721.63		207	742.75		154	765.03	
AF Academy Prep (F)	41	852.07		50	869.32		50	894.77		50	921.61	
Subtotal	25,765			27,667			27,983			33,578		
Less Basic Military Training Attrition	(2,259)			(1,858)			(1,985)			(2,432)		
Subtotal Military Clothing	\$23,506			\$25,809			\$25,998			\$31,146		
Civilian Clothing												
Winter and Summer (W+S)	988	1,182.00		1,168	1,048	1,205.94	1,264	1,005	1,241.23	1,247	1,176	1,278.46
Winter or Summer (W/S)	142	764.00		108	151	779.47	118	145	802.28	116	169	826.35
TDY	1,794	436.00		782	1,904	444.83	847	1,826	457.85	836	2,136	471.58
Special Continuing W+S	415	591.00		245	440	602.97	265	421	620.62	261	493	639.23
Special Continuing W/S	34	382.00		13	37	389.74	14	35	401.14	14	41	413.18
Subtotal Civilian Clothing	\$2,316			\$2,508			\$2,474			\$2,982		
Total Initial Issue	\$25,822			\$28,317			\$28,472			\$34,128		

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

<u>Maintenance Allowance</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	<u>Average Rate</u>	<u>Amount</u>
<u>Military Clothing</u>												
Airmen (M)	63,187	158.40	10,009	60,884	158.40	9,644	57,534	176.40	10,149	61,058	181.96	11,110
Airmen (F)	16,113	190.80	3,086	11,476	190.80	2,190	11,662	216.00	2,519	13,010	222.80	2,899
<u>Standard Maintenance Allowance Military Clothing</u>												
(37th Month)												
Airmen (M)	235,852	226.80	53,491	220,012	219.60	48,315	199,264	252.00	50,214	180,840	249.42	45,106
Airmen (F)	37,295	270.00	10,045	35,597	273.60	9,739	37,858	306.00	11,585	37,413	310.76	11,626
Subtotal			\$76,631			\$69,888			\$74,467			\$70,741
<u>Supplemental Maintenance Allowance</u>												
	4,667	116.03	\$542	4,085	118.38	\$484	3,927	121.84	\$479	3,906	125.50	\$490
<b>TOTAL CLOTHING ALLOWANCE</b>			\$102,995			\$98,689			\$103,418			\$105,359

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 1994 Actual	\$15,578
FY 1995 Estimate	\$14,692
FY 1996 Estimate	\$14,172
FY 1997 Estimate	\$13,927

**PART I - PURPOSE AND SCOPE**

Under the provision of 37 United States Code 427, family separation allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in the continental United States (CONUS) for his family and one overseas.
- (2) When a member with dependents makes a permanent change of station or is on temporary duty travel for 30 days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate. This project is impacted by national defense efforts such as Desert Storm/Desert Shield, Restore Hope, Provide Promise, and Provide Comfort which engender increased requirements.

Details of the cost computation are provided in the following tables:

(Amount In Thousands)

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain two Homes

<u>Grade</u>	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Chief Master Sergeant	17	5,320.80	90	16	5,424.56	87	15	5,508.35	86	15	5,775.99	87
Senior Master Sergeant	31	4,885.20	151	28	4,980.46	140	27	5,140.03	140	27	5,303.13	142
Master Sergeant	147	4,168.80	613	140	4,250.09	594	133	4,386.26	582	125	4,525.44	567
Technical Sergeant	322	3,776.40	1,216	287	3,850.04	1,105	263	3,973.39	1,044	246	4,099.47	1,007
Staff Sergeant	416	3,481.20	1,448	402	3,549.08	1,428	398	3,662.79	1,457	396	3,779.02	1,498
Sergeant	211	3,027.60	639	195	3,086.64	600	182	3,185.53	581	171	3,286.61	563
Airman First Class	19	2,973.60	56	17	3,031.59	53	15	3,128.71	48	16	3,227.99	51
Airman	7	2,415.60	17	7	2,462.70	16	7	2,541.60	19	9	2,622.25	23
Airman Basic	3	2,149.20	6	3	2,191.11	7	4	2,261.31	8	4	2,333.06	9
<b>Subtotal</b>	<b>1,173</b>	<b>\$4,236</b>	<b>1,095</b>		<b>\$4,030</b>		<b>1,045</b>	<b>\$3,965</b>		<b>1,009</b>		<b>\$3,947</b>
 <u>PCS CONUS or Overseas with dependents not authorized</u>												
	5,729	900.00	\$5,156	5,385	900.00	\$4,847	5,156	900.00	\$4,640	5,042	900.00	\$4,537
 <u>TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station</u>												
	6,873	900.00	\$6,186	6,461	900.00	\$5,815	6,186	900.00	\$5,567	6,048	900.00	\$5,443
 <b>TOTAL FAMILY SEPARATION ALLOWANCE</b>			<b>\$16,578</b>				<b>\$14,692</b>			<b>\$14,172</b>		<b>\$13,927</b>

TDY CONUS or Overseas  
for more than 30 days  
with dependents not  
residing near TDY station

TOTAL FAMILY SEPARATION ALLOWANCE

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED	(Amount in Thousands)	FY 1994 Actual	\$180,026
	FY 1995 Estimate	\$520,020	
	FY 1996 Estimate	\$152,906	
	FY 1997 Estimate	\$68,976	

**Funds provide payment to enlisted personnel for:**

- (1) Lump sum terminal leave (LSTL) payments for unused accrued leave at time of discharge, reenlistment or death under provisions of 10 United States Code 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 United States Code 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 United States Code 1048.
- (4) Separation Pay for discharge under provisions of 10 United States Code 1174 as amended.
- (5) Voluntary Separation Incentive and Special Separation Benefits programs under the provision of 10 United States Code 1775 and 1174a.
- (6) Early Retirement under provisions of 10 United States Code 8911, 8914 as amended.

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$.70 per day to all members for subsistence. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to Enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated as follows:  $12 \times \text{monthly base pay} \times \# \text{ years service} \times 10 \text{ percent}$ .

The FY 1992 Defense Authorization Act approved two voluntary separation pay programs for implementation during the force drawdown. The programs apply to both officer and enlisted members who have more than six and less than 20 years of service. The first is the Voluntary Separations Incentive (VSI) Program, and the second is the Special Separation Benefit (SSB) Program. VSI payments are calculated as follows: annual base pay x 2.5 percent x # years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual base pay x 15 percent x # years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB in FY 1996 or FY 1997.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving drawdown goals of maintaining readiness while ensuring the equitable treatment of the members. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent x the years of service x basic pay (adjusted for cost of living) x reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is the difference between 20 years and the number of years completed by the member. Currently, we have programmed losses through TERA for FY 1994, 1995, and 1996.

## (Amount in Thousands)

Lump Sum Terminal Leave Payments				FY 1994 Actual				FY 1995 Estimate				FY 1996 Estimate				FY 1997 Estimate			
Grade	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Statutory Rate	Amount			
Chief Master Sergeant	418	17.5	853.73	357	389	17.5	870.37	339	382	17.5	891.69	341	345	17.5	917.8	317			
Senior Master Sergeant	969	17.1	856.43	830	916	17.1	873.13	800	821	17.1	903.45	742	803	17.1	929.91	747			
Master Sergeant	5,334	16.5	869.26	4,637	5,216	16.5	886.22	4,623	5,521	16.5	907.92	5,013	4,310	16.5	934.5	4,028			
Technical Sergeant	5,594	17.2	937.76	5,246	6,243	17.2	956.05	5,969	5,114	17.2	979.46	5,009	4,237	17.2	1008.14	4,272			
Staff Sergeant	7,664	21.7	1,063.52	8,151	9,619	21.7	1,084.26	10,429	8,143	21.7	1,110.81	9,045	6,385	21.7	1143.34	7,300			
Sergeant	14,794	15.9	658.15	9,737	14,510	15.9	670.98	9,736	14,381	15.9	687.42	9,886	12,038	15.9	707.55	8,517			
Airman First Class	3,622	15.6	537.79	1,948	3,314	15.6	548.28	1,817	2,898	15.6	561.71	1,628	3,179	15.6	578.15	1,838			
Airman	1,564	15.2	478.08	748	3,228	15.2	487.41	1,573	2,070	15.2	499.34	1,034	2,265	15.2	513.96	1,164			
Airman Basic	1,985	9.0	254.82	506	2,422	9.0	259.79	629	2,104	9.0	266.15	560	1,643	9	273.94	450			
<b>Subtotal LSTL</b>	<b>41,944</b>			<b>\$32,160</b>	<b>45,857</b>			<b>\$35,915</b>	<b>41,434</b>			<b>\$33,258</b>	<b>35,205</b>			<b>\$28,633</b>			
<b>Separation Pay</b>																			
Disability	540	13,467	7,272	500	13,730	6,865	500	14,066	7,033	500	14,478	7,239							
Severance Pay, Non Disability																			
Invol-Half Pay 5%	421	7,105	2,991	400	7,915	3,166	500	8,110	4,055	500	8,312	4,156							
Invol-Full Pay 10%	1,430	15,071	21,551	1,085	15,829	17,174	1,142	16,218	18,521	970	16,624	16,125							
SSB	564	28,391	7,829	227,000															
VSI *																			
VSI Trust Fund **	141			1,613									65,823		12,823				
15 Year Retirement	4,095			87,661	7,513			229,900	1,200				24,216						
<b>Subtotal Separation Pay</b>				<b>\$147,866</b>				<b>\$484,105</b>				<b>\$119,648</b>		<b>\$40,343</b>					
<b>TOTAL SEPARATION PAYMENTS</b>				<b>\$180,026</b>				<b>\$520,020</b>				<b>\$152,906</b>		<b>\$68,976</b>					

\* All VSI recipients to be paid from VSI Trust Fund per OSD guidance.

\*\* Payments to the VSI Trust Fund are in compliance with the amounts directed by OSD.

(Amount in Thousands)

**PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - ENLISTED**

	FY 1994 Actual	\$537,835
	FY 1995 Estimate	\$510,043
	FY 1996 Estimate	\$508,989
	FY 1997 Estimate	\$497,596

**PART I - PURPOSE AND SCOPE**

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, and 3111.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. The applicable rates are as follows:

Calendar Year 1994 - 7.65% on first \$60,600  
Calendar Year 1995 - 7.65% on first \$61,200  
Calendar Year 1996 - 7.65% on first \$63,000  
Calendar Year 1997 - 7.65% on first \$64,200

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Enlisted Wage Credit	350,281	1,324.83	464,062	328,629	1,354.19	445,027	314,542	1,386.59	436,141	309,421	1,407.39	435,478
			73,773			65,016			72,848			62,118
<b>TOTAL SOCIAL SECURITY TAX</b>			<b>\$537,835</b>			<b>\$510,043</b>			<b>\$508,989</b>			<b>\$497,596</b>

PAY & ALLOWANCES OF CADETS

MILITARY PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(In Thousands of Dollars)

3. Pay and Allowances of Cadets

FY 1995 Direct Program ..... 35,793

Increases:

Basic Pay.....	101
- Increase in pay raise	168
- Decrease in workyears	(67)
Subsistence.....	213
- Rate increase (\$4.75 to \$4.91 per day)	231
- Decrease in workyears	(18)
Total Increases.....	314

Decreases:

Social Security (FICA).....	-589
Total Decreases.....	-589

FY 1996 Direct Program ..... 35,518

MILITARY PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(In Thousands of Dollars)

**3. Pay and Allowances of Cadets**

FY 1996 Direct Program .....	35,518	
<b><u>Increases:</u></b>		
Subsistence.....	229	
- Rate Increase (\$4.91 to \$5.05 per day)	28	
- Increase in workyears	201	
Basic Pay.....	101	
- Increase in workyears		
Social Security (FICA).....	7	
Total Increases.....	337	
FY 1997 Direct Program.....	35,855	

(Amount in Thousands)

**PROJECT: ACADEMY CADETS**

	FY 1994 Actual	\$36,038
	FY 1995 Estimate	\$35,793
	FY 1996 Estimate	\$35,518
	FY 1997 Estimate	\$35,855

**PART I - PURPOSE AND SCOPE**

The funds requested are (a) for basic pay, commuted rations allowance, and employer's share of FICA tax for cadets appointed to the United States Air Force Academy under the provisions of 37 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance and the cost of operational rations.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Requirements are determined by applying statutory rates to the projected manyears. The FY 1994 program is based on a beginning strength of 4,152 and end strength of 4,007. The cadet end strength is 4,000 for FY 1995, 4,000 for FY 1996, and 4000 for FY 1997. Subsistence rates are: \$4.75 per day for FY 1994; \$4.75 per day for FY 1995, \$4.91 per day for FY 1996, and \$5.05 per day for FY 1997. Congress increased cadet pay to \$558.04 per month for starting 1 January 1995.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,009	8,526.80	\$26,166	3,956	6,654.00	\$26,323	3,946	6,696.48	\$26,424	3,961	6,696.48	\$26,525
<u>Subsistence</u>	4,009	1,733.75	6,951	3,956	1,733.75	6,859	3,946	1,792.15	7,072	3,961	1,843.25	7,301
<u>Social Security Tax (Employer's Contribution)</u>			\$2,921			\$2,611			\$2,022			\$2,029
<b>TOTAL ACADEMY CADETS</b>			<b>\$36,038</b>			<b>\$35,793</b>			<b>\$35,518</b>			<b>\$35,855</b>

**SUBSISTENCE OF ENLISTED PERSONNEL**

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

**4. Subsistence of Enlisted Personnel**

FY 1995 Direct Program.....	\$687,105
<b><u>Increases:</u></b>	
Basic Allowance for Subsistence (BAS),.....	18,023
- 1 Jan 1996 2.4% pay raise (\$14,240)	
- Annualization of 1 Jan 1995 2.6% pay raise (\$3,783)	
Total Increases.....	18,023
<b><u>Decreases:</u></b>	
Basic Allowance for Subsistence (BAS),.....	-35,932
- Reduction of BAS payments (14,079) resulted in decreased dollar requirements.	
Total Decreases.....	-35,932
<b>FY 1996 Direct Program .....</b>	<b>\$669,196</b>

**MILITARY PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(In Thousands of Dollars)**

**4. Subsistence of Enlisted Personnel**

FY 1996 Direct Program.....	\$669,196
<b>Increases:</b>	
Basic Allowance for Subsistence (BAS).....	17,286
- 1 Jan 1997 3.1% pay raise (\$12,480)	
- Annualization of 1 Jan 1996 2.4% pay raise (\$4,806)	
Total Increases.....	17,286
<b>Decreases:</b>	
Basic Allowance for Subsistence (BAS).....	-13,371
- Reduction of BAS payments (5,096) resulted in decreased dollar requirements.	
Total Decreases.....	-13,371
<b>FY 1997 Direct Program.....</b>	<b>\$673,111</b>

## (Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - ENLISTED**

FY 1994 Estimate	\$717,334
FY 1995 Estimate	\$687,105
FY 1996 Estimate	\$669,196
FY 1997 Estimate	\$673,111

**PART I - PURPOSE AND SCOPE**

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) rations-in-kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 253 - 84th. Congress).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 81 percent of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

The requirements include the following pay raise assumptions: 2.6 percent effective 1 Jan 1995; 2.4 percent effective 1 Jan 1996; and 3.1 percent effective 1 Jan 1997.

	FY 1994 Estimate			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>When Authorized to Mess Separately</u>	243,560	\$2,468.20	\$601,155	227,459	\$2,531.14	\$575,731	215,562	\$2,601.26	\$560,733	211,255	\$2,669.81	\$564,011
<u>Leave Rations</u>	26,058	\$2,468.20	\$64,316	24,361	\$2,531.14	\$61,661	23,086	\$2,601.26	\$60,053	22,626	\$2,669.81	\$60,407
<u>When Rations-In-Kind Not Available</u>	18,571	\$2,783.91	\$51,700	17,362	\$2,854.14	\$49,554	16,455	\$2,932.48	\$48,254	16,126	\$3,010.15	\$48,542
<u>Augmentation of Allowance for Meals Taken Separately</u>			\$163			\$159			\$156			\$151
<b>TOTAL</b>	<b>288,189</b>		<b>\$717,334</b>	<b>269,182</b>		<b>\$687,105</b>	<b>255,103</b>		<b>\$669,196</b>	<b>250,007</b>		<b>\$673,111</b>

PERMANENT CHANGE  
OF STATION TRAVEL

#### PURPOSE AND SCOPE

For expenses incident to permanent change of station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (i.e., rail, bus, air or water), including Air Mobility Command (AMC) and Military Sealift Command (MSC); per diem allowances; payment of dislocation allowance (DLA); payment of temporary lodging entitlement (TLE); actual and necessary expenses and cost of subsistence while in a travel status; issue of meal tickets in lieu of subsistence; travel of family members and transportation of baggage and household goods; port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of family members, and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of nontemporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exceptions are Base Realignment Commission (BRAC) moves and the cost of contract commercial storage of household goods on a nontemporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

#### POLICY AND/OR PRICE CHANGES

##### 1. Policy Changes:

FY1996 thru FY1997, the Air Force is continuing to posture itself for manpower reductions. Due to the dynamics of this process, while many appropriations may see an immediate savings, there will be increased PCS moves and associated upfront costs before any savings will be realized. In FY1996 and FY1997 to achieve the continuing Air Force goal of Global Reach - Global Power it is essential to move our people to meet the objectives of strong combat capability and peacetime effectiveness. In these years the PCS program is structured to achieve manning for base closures, force structure actions including support of overseas drawdowns and tour length changes.

PCS actions to reduce personnel turbulence:

As the Air Force moves to strengthen its capability and simultaneously decrease the size of its force, actions being implemented to reduce personnel turbulence and tour length changes are reflected in all PCS move categories. Fiscal year 1996/97 will face additional strains on operational, rotational, and unit travel due to mandatory force structure actions, (e.g., base closures and unit realignments), as well as increased requirements to fill vacancies resulting from Temporary Early Retirement Authority (TERA) separations. To further minimize PCS costs and reduce personnel turbulence, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close and realign bases overseas, fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to follow-on overseas areas, thus increasing CONUS operational moves. We feel the cumulative effect of these actions will work to reduce personnel turbulence while identifying the additional resources necessary to maintain mission responsiveness to the Air Force PCS program

Unaccompanied Tours in Europe:

Changing overseas tours in Europe to an unaccompanied tour status is not a viable option. Balancing aircraft and capabilities between CONUS and overseas bases to permit six-month

Changing overseas tours in Europe to an unaccompanied tour status is not a viable option. Balancing aircraft and capabilities between CONUS and overseas bases to permit six-month rotations would require a massive beddown and reorganization of the tactical force, while only increasing military PCS, BAQ, FSA, and VHA costs. Refresher training courses, which are already above maximum capacity, would have to expand to prepare crews for TDY location missions. In addition, the total number of aircraft available would decrease due to the increased frequency of rotations, which would cause more maintenance downtime for aircraft due to increased use. Overall, the average number of unaccompanied tours would increase causing additional family separation time, as well as impacting upon recruiting and retention programs and career decisions. A 1993 "New Directions" survey listed family separations as the number one reason rated members separate.

2. Price Changes:

Inflation rate adjustments are included in FY 1994 through 1997. FY1994 pay raise of 2.2 percent, FY1995 pay raise of 2.6 percent, FY1996 pay raise of 2.4 percent, and FY1997 pay raise of 3.1 percent are effective 1 January each year. These changes impact the dislocation allowance entitlement which is equal to two months of Basic Allowance for Quarters (BAQ).

**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

**5. Permanent Change of Station Travel**

FY 1995 Direct Program.....	\$905,493
<b><u>Increases:</u></b>	
Reimbursements.....	29,491
Costs for DBOF-T (airlift transportation) are directed-funded effective in FY 1996.	
Inflation.....	13,513
- Household Goods, Land	9,616
- Household Goods, International	2,657
- Nontemporary Storage	627
- Commercial Air Passengers	520
- Trailer Allowance	93
Program/Move Changes.....	8,160
Increase in number of training, operational, and normal separation moves.	
1 Jan 96 2.4 percent pay raise.....	1,730
Total Increases.....	\$52,894
<b><u>Decreases:</u></b>	
Nontemporary Storage.....	-126
Temporary Lodging Expense.....	-929
Program/Move Changes.....	-101,784
Decrease in number of accession, unit, and voluntary separation moves.	
Total Decreases.....	-\$102,839
<b>FY 1996 Direct Program.....</b>	<b>\$855,548</b>

**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

**5. Permanent Change of Station Travel**

FY 1996 Direct Program..... \$855,548

Increases:

Inflation..... 13,919

- Household Goods, Land 9,904
- Household Goods, International 2,737
- Non-temporary Storage 646
- Commercial Air Passengers 536
- Trailer Allowance 96

Program/Move Changes.....

Increase in number of accession, training, and normal separation moves.

1 Jan 97 3.1 percent pay raise..... 1,974

Total Increases.....

\$18,358

Decreases:

Reimbursements..... -76

Decrease due to increase in reimbursable moves.

Temporary Lodging Expense.....

-1,779

Program/Move Changes.....

Decrease in number of operational, unit moves, and voluntary separation moves.

Total Decreases.....

-\$31,245

FY 1997 Direct Program..... \$842,661

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

Travel of Military Member

	<u>FY 1994 Actual</u>		<u>FY 1995 Estimate</u>		<u>FY 1996 Estimate</u>		<u>FY 1997 Estimate</u>	
	<u>Number</u>	<u>Amount*</u>	<u>Number</u>	<u>Amount*</u>	<u>Number</u>	<u>Amount*</u>	<u>Number</u>	<u>Amount*</u>
Accession Travel	37,855	\$39,897	38,748	\$43,367	38,515	\$43,197	44,109	\$50,262
Training Travel	9,200	38,791	10,441	39,793	9,200	40,988	9,200	41,092
Operational Travel Between Duty Stations	25,320	155,622	29,918	191,009	22,918	145,266	21,013	136,982
Rotational Travel To and From Overseas	61,987	468,370	68,195	421,573	54,575	436,761	53,058	434,189
Separation Travel	48,848	92,709	51,747	87,600	47,613	94,069	45,695	95,645
Travel of Organized Units	7,903	41,325	5,126	46,276	7,725	41,374	6,425	36,086
Nontemporary Storage *	21,916	20,482			20,356			20,645
Temporary Lodging Expense *	34,532	30,588			29,659			27,880
VSI/SSB/TERA	6,006	18,015	19,434	56,729	1,800	6,425	450	2,501
<b>TOTAL OBLIGATIONS</b>	<b>197,119</b>	<b>\$911,177</b>	<b>188,352</b>	<b>\$937,417</b>	<b>182,346</b>	<b>\$858,093</b>	<b>179,950</b>	<b>\$845,282</b>
<b>LESS REIMBURSEMENTS</b>		<b>(107,839)</b>		<b>(31,924)</b>		<b>(2,545)</b>		<b>(2,621)</b>
<b>TOTAL DIRECT PROGRAM</b>		<b>\$803,338</b>		<b>\$905,493</b>		<b>\$855,548</b>		<b>\$842,661</b>

\* NOTE: Nontemporary Storage (NTS) and Temporary Lodging Expense (TLE) are reflected as a separate category. The NTS and TLE amounts are merged with travel type in detailed pages.

(Amount in Thousands)

**SUMMARY OF REQUIREMENTS BY TYPES OF COST**

	<b>FY 1994 Actual</b>		<b>FY 1995 Estimate</b>		<b>FY 1996 Estimate</b>		<b>FY 1997 Estimate</b>
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	
<b>Travel of Military Member</b>							
Mileage and Per Diem	191,113	\$86,467	189,867	\$86,828	180,546	\$84,574	179,500 \$86,581
MAC	57,169	28,972	50,744	28,515	50,960	29,554	50,031 29,785
Commercial Air	19,413	11,651	18,264	11,603	18,260	11,945	18,995 12,799
<b>Travel of Dependents (Family)</b>							
Mileage and Per Diem	128,697	48,743	119,357	47,044	112,328	45,311	116,460 54,191
MAC	64,831	30,970	57,788	30,743	58,205	31,926	56,616 31,967
Commercial Air	24,282	14,609	20,464	13,001	20,740	13,568	20,202 13,651
<b>Transportation of Household Goods</b>							
- M Tons - MSC	60,200	5,621	52,488	5,025	53,380	5,264	52,232 155
- S Tons - MAC	18,458	42,300	16,131	40,878	16,391	39,795	16,004 39,732
- Land Shipment, CONUS & Overseas	84,139	349,289	87,140	364,109	77,568	337,839	74,374 323,857
-ITCBL	38,768	107,346	33,822	94,493	34,153	98,480	33,448 99,127
<b>Dislocation Allowance</b>							
83,428	77,702	83,660	76,621	75,174	72,099	71,377	70,862
<b>Trailer Allowance</b>							
1,602	3,219	1,845	3,858	1,477	3,141	1,452	3,141
<b>Transportation of POVs</b>							
19,074	24,947	16,712	22,285	16,917	23,307	16,563	23,503
<b>Port Handling Charges</b>							
4,878		4,615		4,851		4,905	
<b>Nontemporary Storage</b>							
21,916		20,482		20,356		20,645	
<b>Temporary Lodging Expense</b>							
34,532		30,588		29,659		27,880	
<b>VSISSBTERA</b>	6,006	18,015	19,434	56,729	1,800	6,425	450 2,501
<b>TOTAL OBLIGATIONS</b>		\$911,177		\$937,417		\$858,093	
<b>LESS REIMBURSEMENTS</b>		(107,839)		(31,924)		(2,545)	
<b>TOTAL DIRECT PROGRAM</b>		\$803,338		\$905,493		\$855,548	
							\$842,661

**(Amount In Thousands)**

**PROJECT: ACCESSION TRAVEL**

FY 1994 Actual	\$40,349
FY 1995 Estimate	\$43,840
FY 1996 Estimate	\$43,657
FY 1997 Estimate	\$50,813

**PART I - PURPOSE AND SCOPE**

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies, Air Force Reserves (AFRES), Reserve Officer Training Corps (ROTC), and Air National Guard (ANG) officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. Includes officers appointed from enlisted status upon graduation from Officer Training School (OTS).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for accession travel cover the PCS movement of members entering on active duty. The PCS requirements for accession travel are based upon officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadre strengths. Officer accessions include academy graduates, ROTC, medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Changes between FY 1994 and FY 1997 reflect the changes in accessions due to end strength adjustments and direction to program accessions each year to sustain the base force.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadre) times the appropriate rates for each element of expense (e.g., military member, dependents, household goods, etc.) results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown in the tables on the following pages. Members are not entitled to temporary lodging expenses or dislocation allowance.

(Amount in Thousands)

**ACCESSION TRAVEL**

**Officer Accession Travel**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	4,903	\$429.53	\$2,106	5,059	\$444.16	\$2,247	4,968	\$457.53	\$2,273	5,324	\$471.26	\$2,509
(2) Family Member Travel	2,118	398.02	843	2,186	404.39	884	2,147	416.39	894	2,300	428.70	986
(3) Trans of Household Goods												
(a) Land & ITGL	3,577	2,603.30	9,312	3,691	2,665.40	9,838	3,625	2,745.10	9,951	3,885	2,827.54	10,985
(b) Overseas	300	650.00	195	300	740.00	222	300	762.33	229	300	785.20	236.
(4) Trailer Allowance	17	1,356.22	23	18	1,377.92	25	18	1,419.26	26	19	1,461.84	28
(5) POV												
(a) MSC	191	877.14	168	197	901.70	178	193	928.75	179	207	956.61	198
(b) Port Handling (M Tons)	191	148.85	28	197	162.99	32	193	167.88	32	207	172.92	36
(6) Port Handling (HHGS)	393	\$25.82	10	405	\$28.27	11	398	\$29.12	12	426	\$29.99	13
(7) Non-Temporary Storage				273		283			277			337
Subtotal Officer Accession Travel			\$12,958									\$13,873
												\$15,328

(Amount in Thousands)

ACCESSION TRAVEL

(Amount in Thousands)

PROJECT: TRAINING TRAVEL	\$43,622
	FY 1994 Actual
	FY 1995 Estimate
	FY 1996 Estimate
	FY 1997 Estimate

#### PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more.
- (2) Officers and enlisted school graduates and eliminatedees from school to their next permanent CONUS duty station excluding Academy, OTS, flying training, and ROTC graduates.
- (3) Enlisted personnel ordered to training leading to a commission.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs which generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section. Average rates are based on statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages.

**TRAINING TRAVEL**

(Amount in Thousands)

**Officer Training Travel**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	5,150	\$469.51	\$2,418	5,150	\$482.52	\$2,485	5,150	\$497.09	\$2,560	5,150	\$512.04	\$2,637
(2) Family Member Travel	3,645	469.14	1,710	3,645	481.76	1,756	3,645	498.57	1,810	3,645	511.47	1,864
(3) Trans of Household Goods	5,150	4,235.73	21,814	5,150	4,354.56	22,426	5,150	4,465.05	23,098	5,150	4,400.95	22,665
(4) Dislocation Allowance	4,913	1,075.72	5,285	4,913	1,098.59	5,369	4,913	1,128.16	5,531	4,913	1,158.80	5,697
(5) Trailer Allowance	16	1,625.00	26	16	1,687.50	27	16	1,737.50	28	16	1,789.63	29
(6) Non-Temporary Storage			485			492			507			522
(7) Temporary Lodging Expense			2,369			2,318			2,322			2,318
Subtotal Officer Training Travel			\$34,107			\$34,873			\$35,855			\$35,732
 Enlisted Training Travel												
(1) Member Travel	4,050	326.42	1,322	4,050	335.80	1,360	4,050	345.68	1,400	4,050	356.30	1,443
(2) Family Member Travel	1,739	269.70	469	1,739	277.17	482	1,739	285.22	496	1,739	293.78	511
(3) Trans of Household Goods	1,162	3,586.27	4,144	1,162	3,666.09	4,260	1,162	3,776.25	4,388	1,162	3,889.54	4,520
(4) Dislocation Allowance	1,934	813.34	1,573	1,934	830.33	1,598	1,934	851.84	1,646	1,934	873.21	1,695
(5) Trailer Allowance	13	\$2,307.69	30	13	\$2,307.69	30	13	\$2,376.92	31	13	\$2,448.23	32
(6) Non-Temporary Storage			114			116			125			129
(7) Temporary Lodging Expense			1,862			1,918			1,975			1,989
Subtotal Enlisted Training Travel			\$9,514			\$9,764			\$10,061			\$10,318
<b>TOTAL TRAINING TRAVEL</b>			<b>\$43,622</b>			<b>\$44,637</b>			<b>\$45,916</b>			<b>\$46,050</b>
 Training Moves												
Officer	5,150									5,150		5,150
Enlisted	4,050									4,050		4,050
<b>TOTAL TRAINING MOVES</b>			<b>9,200</b>							<b>9,200</b>		<b>9,200</b>

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 1994 Actual	\$168,704
FY 1995 Estimate	\$204,868
FY 1996 Estimate	\$157,071
FY 1997 Estimate	\$147,931

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

**PART I - PURPOSE AND SCOPE**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the CONUS and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassessments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of low-cost moves).

As the Air Force moves to strengthen our capability and simultaneously decrease the size of our force, the operational PCS program must reflect this requirement. FY1996 will face additional strains on operational travel due to mandated force structure actions, e.g., base closures and force structure changes driven by strength reductions (by regulation these moves include unit moves that will not involve the movement of equipment). In order to prevent a hollow force, operational requirements increased to fill vacancies resulting from the loss of experienced career personnel due to early retirement separations. Since the operational move category includes overseas moves when no transoceanic travel is involved, as we drawdown our overseas strengths we will experience increases in our overseas operational moves. To minimize the costs of these moves, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close bases overseas fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing our CONUS operational moves. The cumulative effect of this action necessitates additional resources to maintain mission responsiveness to the Air Force PCS program. We anticipate a gradual decline in PCS moves after the Air Force end strength stabilizes and fewer base closures and fewer base closures and force structure actions are required. Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" respectively, at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rate results in estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.

**(Amount in Thousands)**

**OPERATIONAL TRAVEL**

**Officer Operational Travel**

	<b>FY 1994 Actual</b>			<b>FY 1995 Estimate</b>			<b>FY 1996 Estimate</b>			<b>FY 1997 Estimate</b>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	10,650	\$612.49	\$6,523	9,551	\$629.67	\$6,014	8,009	\$648.52	\$5,194	7,585	\$667.98	\$5,067
(2) Family Member Travel	9,014	507.65	4,576	8,084	521.90	4,219	6,779	537.54	3,644	6,420	553.61	3,554
(3) Trans of Household Goods	10,650	5,789.01	61,653	9,551	6,061.77	57,896	8,009	6,243.60	50,005	7,585	6,430.92	48,779
(4) Dislocation Allowance	9,894	1,244.69	12,315	8,873	1,269.22	11,222	7,441	1,302.92	9,693	7,047	1,336.73	9,454
(5) Trailer Allowance	106	1,503.98	159	95	1,528.05	145	80	1,573.89	126	76	1,621.11	123
(6) Non-Temporary Storage			809			736			608			576
(7) Temporary Lodging Expense			4,803			4,307			3,604			3,420
<b>Subtotal Officer Operational Travel</b>			<b>\$90,838</b>			<b>84,539</b>			<b>72,874</b>			<b>70,973</b>

**Enlisted Operational Travel**

	<b>FY 1994 Actual</b>			<b>FY 1995 Estimate</b>			<b>FY 1996 Estimate</b>			<b>FY 1997 Estimate</b>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	14,670	432.79	6,349	22,354	444.89	9,945	14,909	458.25	6,832	13,428	472.00	6,338
(2) Family Member Travel	11,934	419.98	5,012	18,185	431.73	7,851	12,128	444.67	5,393	10,924	458.01	5,003
(3) Trans of Household Goods	14,670	3,321.88	48,732	22,354	3,478.84	77,766	14,909	3,583.20	53,422	13,428	3,611.69	48,498
(4) Dislocation Allowance	13,038	671.50	8,755	19,868	685.25	13,554	13,250	705.44	9,310	11,935	724.48	8,638
(5) Trailer Allowance	704	\$2,198.74	1,548	1,073	\$2,233.92	2,397	716	\$2,300.94	1,647	645	\$2,369.97	1,529
(6) Non-Temporary Storage			855			1,303			869			897
(7) Temporary Lodging Expense			6,616			7,513			6,724			6,056
<b>Subtotal Enlisted Operational Travel</b>			<b>\$77,867</b>			<b>\$120,329</b>			<b>\$84,197</b>			<b>\$76,958</b>
<b>TOTAL OPERATIONAL TRAVEL</b>			<b>\$168,704</b>			<b>\$204,868</b>			<b>\$157,071</b>			<b>\$147,931</b>
<b>Operational Moves</b>												
Officer	10,650		9,551			8,009			7,585			
Enlisted	14,670		22,354			14,909			13,428			
<b>TOTAL OPERATIONAL MOVES</b>			<b>31,905</b>			<b>31,905</b>			<b>21,013</b>			

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS	FY 1994 Actual	\$495,606
	FY 1995 Estimate	\$442,994
	FY 1996 Estimate	\$459,566
	FY 1997 Estimate	\$457,483

#### PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.
- (4) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing or captured when transoceanic travel is involved.

#### PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength and base closures decline, we are seeing an increase to the FY1996 rotational requirements due to early retirement moves. Also, the Air Force's continuing restructure efforts in overseas locations make the rotational PCS category one of the most volatile areas in the PCS budget.

Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS rotational moves. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate average rate results in the estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

(Amount in Thousands)

(Amount in Thousands)

**ROTATIONAL TRAVEL TO AND FROM OVERSEAS**

<u>Enlisted Rotational Travel</u>	<u>FY 1994 Actual</u>			<u>FY 1995 Estimate</u>			<u>FY 1996 Estimate</u>			<u>FY 1997 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	53,115	\$1,171.19	\$62,208	47,127	\$1,245.42	\$58,693	47,117	\$1,282.79	\$60,441	45,600	\$1,315.92	\$60,006
(2) Family Member Travel	38,436	1,386.62	53,296	34,103	1,490.84	50,842	34,096	1,535.58	52,357	32,998	1,581.55	52,188
(3) Trans of Household Goods												
(a) Land & ITGBL	51,912	3,138.56	162,929	45,415	3,202.91	145,460	45,406	3,289.01	149,795	44,217	3,397.98	150,248
(b) Overseas				33,306		32,593			33,564			30,193
(4) Dislocation Allowance	39,871	902.81	35,996	35,376	917.93	32,449	35,369	942.42	33,416	34,230	969.86	33,310
(5) Trailer Allowance	123	2,026.69	249	109	2,059.12	224	109	2,120.89	231	106	2,184.52	232
(6) POV												
(a) MSC	13,497	1,236.02	16,683	11,975	1,270.62	15,216	11,972	1,308.74	15,668	11,587	1,348.00	15,619
(b) Port Handling (M Tons)	13,497	146.81	1,981	11,975	160.76	1,925	11,972	165.58	1,982	11,587	170.55	1,976
(7) Port Handling (HICGS)	38,211	\$21.15	808	33,903	\$23.16	785	33,896	\$23.85	809	32,805	\$24.57	806
(8) Non-Temporary Storage				8,331		7,389			7,387			8,033
(9) Temporary Lodging Expenses				11,976		8,627			10,375			9,764
Subtotal Enlisted Rotational Travel				\$387,763			\$354,203			\$366,025		
<b>TOTAL ROTATIONAL TRAVEL</b>				<b>\$495,606</b>			<b>\$442,994</b>			<b>\$459,566</b>		<b>\$457,483</b>
Rotational Moves												
Officer	8,872				7,039					7,458		
Enlisted	53,115				47,127					47,117		
<b>TOTAL ROTATIONAL MOVES</b>	<b>61,987</b>				<b>54,166</b>					<b>54,575</b>		<b>53,058</b>

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 1994	Actual	\$115,603
FY 1995	Estimate	\$148,835
FY 1996	Estimate	\$105,812
FY 1997	Estimate	\$103,228

**PART I - PURPOSE AND SCOPE**

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes VS/SSB/TERRA retirement), or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (3) Eliminated Air Force Academy cadets to home of record or point of entry into the service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc. Total estimated separation moves have increased as a result of force management actions required to selectively reduce force structure.

Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the PCS detail section.

Average rates are based on statistical data, ratios, and percentages derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate rate for each category results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages. Dollars do not include funding for nontemporary storage; members are not entitled to temporary lodging expenses nor dislocation allowances.

SEPARATION TRAVEL

(Amount in Thousands)

SEPARATION TRAVEL

(Amount in Thousands)

**Subtotal Enlisted Separation Travel**

**\$76,495**

(Amount in Thousands)

**SEPARATION TRAVEL**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Cadet Separation Travel	433	\$623.07	\$270	355	\$640.52	\$227	388	\$659.74	\$256	356	\$679.53	\$242
<b>SUBTOTAL SEPARATION TRAVEL</b>												
VSI/SSB/TERA												
Officer	1,206	5,047.00	\$6,087	2,479	5,238.00	\$12,985	600	5,395.14	\$3,236	450	5,557.00	\$2,501
Enlisted	4,800	\$2,485.00	11,928	16,955	\$2,580.00	43,744	1,200	\$2,657.40	3,189	0	\$2,737.00	0
Subtotal VSI/SSB/TERA	6,006		\$18,015	19,434		\$56,729	1,800		\$6,425	450		\$2,501
<b>TOTAL SEPARATION TRAVEL</b>												
Separation Moves												
Officer	7,973			8,322			6,611					
Enlisted	46,448			56,586			39,178					
Cadets	433			355			356					
<b>TOTAL SEPARATION MOVES</b>				54,854			65,263			49,413		46,145

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

	FY 1994 Actual	\$47,293
	FY 1995 Estimate	\$52,243
	FY 1996 Estimate	\$46,071
	FY 1997 Estimate	\$39,777

**PART I - PURPOSE AND SCOPE**

Funds provided for the CONUS or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for organized unit travel include requirements for relocation of Air Force units from both the CONUS and overseas in accordance with published Air Force programs. These moves are required as a result of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available on the DoD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves will increase as more drawdown actions occur (e.g. base closures, force structure changes, unit realignments, public announcements, and Air Force internal decisions to realign units into twenty fighter wing equivalents).

Pay raise and inflation factors are described under "Price Changes" at the beginning of the PCS detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements. The number of moves and fiscal year requirements are shown on the following pages.

## (Amount in Thousands)

## TRAVEL OF ORGANIZED UNITS

Officer Unit Travel	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	1,311	612.51	\$803	1,250	629.60	\$787	932	648.07	\$604	726	668.04	\$485
(2) Family Member Travel	1,110	470.27	522	1,058	482.99	511	789	497.08	392	614	447.98	275
(3) Trans of Household Goods												
(a) Land & ITGBL												
(b) Overseas												
(4) Dislocation Allowance	1,296	1,229.17	1,593	1,235	1,254.75	1,543	921	1,288.28	1,185	717	1,325.78	950
(5) Non-Temporary Storage												
(6) Temporary Lodging Allowance												
Subtotal Officer Unit Travel			\$11,984									
Enlisted Unit Travel												
(1) Member Travel	6,592	\$462.68	3,050	7,512	\$475.64	3,573	6,793	\$469.92	3,328	5,699	\$504.65	2,876
(2) Family Member Travel	4,139	325.20	1,346	4,717	334.11	1,576	4,265	345.25	1,473	3,579	379.16	1,357
(3) Trans of Household Goods												
(a) Land & ITGBL												
(b) Overseas												
(4) Dislocation Allowance	4,499	672.15	3,024	5,128	685.44	3,502	4,636	705.44	3,260	3,891	726.41	2,819
(5) Trailer Allowance	95	1,965.69	187	108	1,997.14	216	98	2,057.05	202	82	2,118.77	174
(6) Non-Temporary Storage												
(7) Temporary Lodging Allowance												
Subtotal Enlisted Unit Travel			\$35,309									
TOTAL UNIT TRAVEL			\$47,293									
Unit Travel Moves												
Officer	1,311											
Enlisted	6,592											
TOTAL UNIT TRAVEL MOVES	7,903											

OTHER MILITARY PERSONNEL COSTS

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
 (In Thousands of Dollars)

**6. Other Military Personnel Costs**

FY 1995 Direct Program..... \$101,153

Increases:

Montgomery GI Bill..... 630

- Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.

Total Increases..... 630

Decreases:

Unemployment Compensation..... -33,173

- Reflect fewer separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.

Survivor Benefits..... -900

- Increased payments based on latest Veterans Administration projected number of recipients.

Total Decreases..... -34,073

FY 1996 Direct Program..... \$67,710

MILITARY PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(In Thousands of Dollars)

**6. Other Military Personnel Costs**

FY 1996 Direct Program..... \$67,710

Increases:

Montgomery GI Bill..... 1,700

- Increase based on amortization payment to the Department of Defense Educational Benefits Fund for payments to members exercising VSI/SSB options.

Total Increases..... 1,700

Decreases:

Unemployment Compensation..... -2,551

- Reflect fewer separations. Payments based on latest Department of Labor projections of unemployment rates and projected number of recipients.

Survivor Benefits..... -454

- Decreased payments based on latest Veterans Administration projected number of recipients.

Total Decreases..... -3,005

FY 1997 Direct Program..... \$66,405

(Amount in Thousands)

PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND ESCAPED MILITARY DESERTERS	FY 1994 Actual	FY 1995 Estimate	FY 1996 Estimate	FY 1997 Estimate
	\$100	\$100	\$100	\$100

PART I - PURPOSE AND SCOPE

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

	FY 1994 Actual	FY 1995 Estimate	FY 1996 Estimate	FY 1997 Estimate
Travel and Other Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	\$100	\$100	\$100	\$100

(Amount in Thousands)

**PROJECT: INTEREST ON UNIFORMED SERVICE SAVINGS DEPOSIT PROGRAM**

	FY 1994 Actual	\$300
	FY 1995 Estimate	\$300
	FY 1996 Estimate	\$300
	FY 1997 Estimate	\$300

**PART I - PURPOSE AND SCOPE**

The funds are for payment of interest (Int) at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the temporary duty uniformed services under the provisions of P.L. 8-538, approved August 14, 1966. During FY 1991, Title 10, United States Code, Section 1035, amended the law to permit service members on temporary duty assignment outside the United States in support of a contingency operation to deposit unallotted current pay and allowances into the savings program.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The funding required covers interest on the one remaining Vietnam account, and for those members in support of contingency operations.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>
Officer *	463	\$250	\$116	463	\$250	\$116	463	\$250	\$116	463	\$250	\$116
Enlisted	737	250	184	737	250	184	737	250	184	737	250	184
<b>TOTAL</b>	1,200	\$250	\$300	1,200	\$250	\$300	1,200	\$250	\$300	1,200	\$250	\$300

\* Includes one Vietnam MIA

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 1994 Actual	\$1,440
FY 1995 Estimate	\$1,440
FY 1996 Estimate	\$1,440
FY 1997 Estimate	\$1,440

**PART I - PURPOSE AND SCOPE**

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991, which increased the payment of death gratuities from three thousand to six thousand dollars.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Fund requirements are based on the most recent mortality rates as applied against the programmed manyears of personnel and the statutory gratuity amount. Details of the computation are provided in the following table.

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	40	\$6,000	\$240	40	\$6,000	\$240	40	\$6,000	\$240	40	\$6,000	\$240
Enlisted	200	6,000	1,200	200	6,000	1,200	200	6,000	1,200	200	6,000	1,200
<b>TOTAL</b>	1,240	\$6,000	\$1,440	1,240	\$6,000	\$1,440	1,240	\$6,000	\$1,440	1,240	\$6,000	\$1,440

(Amount in Thousands)

**PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS**

FY 1994 Actual	\$68,640
FY 1995 Estimate	\$84,063
FY 1996 Estimate	\$50,890
FY 1997 Estimate	\$48,339

**PART I - PURPOSE AND SCOPE**

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces whereupon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY 1984 the Department of Labor (DOL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984, the Department of Defense (DOD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DOD into a Treasury account entitled "Federal Employees Compensation Account." In FY 1991, passage of P.L. 102-164 changed benefits, starting in FY 1992, from thirteen weeks after a four week waiting period to twenty-six weeks with a one week waiting period.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on Department of Labor and Department of Defense historical experience.

<u>FY 1994 Actual</u>	<u>FY 1995 Estimate</u>	<u>FY 1996 Estimate</u>	<u>FY 1997 Estimate</u>
\$68,640	\$84,063	\$50,890	\$48,339

(Amount in Thousands)

**PROJECT: SURVIVOR BENEFITS**

FY 1994 Actual	\$8,500
FY 1995 Estimate	\$6,580
FY 1996 Estimate	\$5,680
FY 1997 Estimate	\$5,226

**PART I - PURPOSE AND SCOPE**

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Air Force military personnel. These benefits were withdrawn under Public Law 97-35, which terminated the "mothers" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by Section 943 of the DoD Authorization Act (FY 1984, P. L. 98-94, 97 Stat. 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on factors furnished by the Veterans Administration.

	<b>FY 1994 Actual</b>	<b>FY 1995 Estimate</b>	<b>FY 1996 Estimate</b>	<b>FY 1997 Estimate</b>
	\$8,500	\$6,580	\$5,680	\$5,226

(Amount in Thousands)

**PROJECT: ADOPTION REIMBURSEMENT PROGRAM**

FY 1994 Actual	\$800
FY 1995 Estimate	\$800
FY 1996 Estimate	\$800
FY 1997 Estimate	\$800

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The test program was to be terminated after FY 1992, but the National Defense Authorization Act for Fiscal Years 1992 and 1993 (Sec. 651) extended the program.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private agency fees; legal fees; medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OSD (FM&P).

	<b>FY 1994 Actual</b>	<b>FY 1995 Estimate</b>	<b>FY 1996 Estimate</b>	<b>FY 1997 Estimate</b>
Officer	\$336	\$336	\$336	\$336
Enlisted	464	464	464	464
<b>TOTAL</b>	<b>\$800</b>	<b>\$800</b>	<b>\$800</b>	<b>\$800</b>

(Amount in Thousands)

**PROJECT: ALL VOLUNTEER EDUCATIONAL ASSISTANCE PROGRAM (MONTGOMERY GI BILL)**

	FY 1994 Actual	\$100
	FY 1995 Estimate	\$7,670
	FY 1996 Estimate	\$8,300
	FY 1997 Estimate	\$10,000

**PART I - PURPOSE AND SCOPE**

Public Law 101-510 dated November 5, 1990 allows Service members who are involuntary separated to enroll in the Montgomery GI Bill. The FY 1993 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most Military members who are receiving VSI/SSB entered the Service when VEAP was in effect. Beginning in July 1985, the All Volunteer Educational Assistance Program, known as the Montgomery GI Bill, became effective and no new enrollments were accepted into VEAP.

The Services are now required to make additional contributions to the DOD Educational Benefits Fund. Payments into the fund for involuntary separates were required in Fiscal Year 1994 and payment to VSI/SSB recipients will be required in Fiscal Year 1995.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on projected payments into the Montgomery GI Bill.

	FY 1994 Actual	FY 1995 Estimate	FY 1996 Estimate	FY 1997 Estimate
Officer	\$33	\$997	\$1,079	\$1,200
Enlisted	67	6,673	7,221	8,800
<b>TOTAL</b>	<b>\$100</b>	<b>\$7,670</b>	<b>\$8,300</b>	<b>\$10,000</b>

(Amount in Thousands)

**PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS**

FY 1994 Actual	\$200
FY 1995 Estimate	\$200
FY 1996 Estimate	\$200
FY 1997 Estimate	\$200

**PART I - PURPOSE AND SCOPE**

Under the provisions of Public Law 99-227, 12 December 1985, dependents of a member who dies in the line of duty, and whose dependents are not occupying a housing facility under the jurisdiction of a uniformed service on the date of the member's death or are occupying such housing on a rental basis on such date, or whose dependents vacate such housing sooner than 90 days after the date of the member's death, are paid the same amount of allowance for quarters that would be payable to the member had they not died. The payment terminates 90 days after the date of the member's death.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on factors developed from current experience.

	FY 1994 Actual	FY 1995 Estimate	FY 1996 Estimate	FY 1997 Estimate
Officer	\$50	\$50	\$50	\$50
Enlisted	150	150	150	150
<b>TOTAL</b>	<b>\$200</b>	<b>\$200</b>	<b>\$200</b>	<b>\$200</b>

## SPECIAL ANALYSIS

### SECTION 5

**DEPARTMENT OF THE AIR FORCE**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)**

ASSIGNED OUTSIDE DOD	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>Nonreimbursable Personnel:</b>												
Exec Office of the President	7	9	16	9	12	21	9	12	21	9	12	21
Vice President's Office	3	4	7	3	4	7	3	4	7	3	4	7
State Department	9	0	9	11	0	11	11	0	11	11	0	11
Energy Department	10	0	10	9	0	9	9	0	9	9	0	9
National Oceanic & Atm Admin	5	0	5	5	0	5	1	0	1	1	0	1
U.N. Truce Supervision Agency	3	0	3	3	0	3	3	0	3	3	0	3
Drug Enforcement Administration	1	6	7	1	6	7	1	6	7	1	6	7
Immigration & Naturalization Svc	7	2	9	6	4	10	6	4	10	6	4	10
US Coast Guard	4	2	6	1	1	2	1	1	2	1	1	2
US Customs Svc	0	2	2	0	2	2	0	2	2	0	2	2
National Security Council	2	0	2	2	0	2	2	0	2	2	0	2
Central Intelligence Agency	2	0	2	2	0	2	2	0	2	2	0	2
UN Iraq/Kuwait Observation Mission	3	0	3	3	0	3	3	0	3	3	0	3
UN Mission for Referendum in W Sahara (MINURSO)	5	0	5	3	0	3	3	0	3	3	0	3
Selective Service System	0	0	0	1	0	1	1	0	1	0	1	1
<b>SUBTOTAL - Nonreimbursable Personnel</b>	<b>61</b>	<b>25</b>	<b>86</b>	<b>59</b>	<b>29</b>	<b>88</b>	<b>55</b>	<b>29</b>	<b>84</b>	<b>54</b>	<b>30</b>	<b>84</b>
<b>Reimbursable Personnel:</b>												
National Space Council	1	0	1	1	0	1	1	0	1	1	0	1
National Security Council	1	0	1	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	18	1	19	11	1	12	11	1	12	11	1	12
Arms Control & Disarm't Agency	9	0	9	13	0	13	13	0	13	13	0	13
Dept of Transportation (FAA)	21	1	22	22	1	23	22	1	23	22	1	23
NASA	2	0	2	2	0	2	2	0	2	2	0	2
<b>SUBTOTAL - Reimbursable Personnel</b>	<b>52</b>	<b>2</b>	<b>54</b>	<b>50</b>	<b>2</b>	<b>52</b>	<b>50</b>	<b>2</b>	<b>52</b>	<b>50</b>	<b>2</b>	<b>52</b>
<b>TOTAL OUTSIDE DOD</b>	<b>113</b>	<b>27</b>	<b>140</b>	<b>109</b>	<b>31</b>	<b>140</b>	<b>105</b>	<b>31</b>	<b>136</b>	<b>104</b>	<b>32</b>	<b>136</b>

**DEPARTMENT OF THE AIR FORCE**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)**

	FY 1994 Actual			FY 1995 Estimate			FY 1996 Estimate			FY 1997 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS:</b>												
NASA	2	13	15	2	10	12	2	10	12	2	10	12
Foreign Military Sales	411	682	1,093	455	780	1,235	432	765	1,197	416	767	1,183
<b>SUBTOTAL - Non-DOD Functions</b>	<b>413</b>	<b>695</b>	<b>1,108</b>	<b>457</b>	<b>790</b>	<b>1,247</b>	<b>434</b>	<b>775</b>	<b>1,209</b>	<b>418</b>	<b>777</b>	<b>1,195</b>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS:</b>												
Defense Business Operations Fund (DBOF)	4,267	22,909	27,176	0	0	0	0	0	0	0	0	0
Air Mobility Command (AMC)	2,011	16,801	18,812	1,638	15,477	17,115	0	0	0	0	0	0
Airlift Transportation (DBOF-T)	98	46	144	96	45	141	96	45	141	96	45	141
HQ US Transcom	20	4	24	33	3	36	33	3	36	33	3	36
Military Traffic Management Command (MTMC)	0	0	0	0	0	0	13	124	137	13	124	137
Defense Courier Service (DCS)	13	674	687	21	237	258	5	2	7	5	2	7
Defense Commissary Agency (DeCa)	38	1,055	1,093	45	941	986	40	924	964	39	900	939
Defense Finance & Accounting Service (DFAS)	57	424	481	64	283	347	43	164	207	17	113	130
Defense Information Systems Agency (DISA)	113	40	153	165	56	221	158	54	212	151	52	203
Defense Logistics Agency (DLA)	188	142	330	157	262	419	149	262	411	149	262	411
Depot Maintenance Business Area (prev DMIF)	384	89	473	51	10	61	50	11	61	50	22	72
Supply Management Business Area (prev AFSF)												
<b>SUBTOTAL - DBOF</b>	<b>7,189</b>	<b>42,184</b>	<b>49,373</b>	<b>2,270</b>	<b>17,314</b>	<b>19,584</b>	<b>587</b>	<b>1,589</b>	<b>2,176</b>	<b>553</b>	<b>1,523</b>	<b>2,076</b>
<b>TOTAL REIMBURSABLE PROGRAM</b>												
<b>TOTAL - Reimbursable</b>	<b>7,654</b>	<b>42,881</b>	<b>50,535</b>	<b>2,777</b>	<b>18,106</b>	<b>20,883</b>	<b>1,071</b>	<b>2,366</b>	<b>3,437</b>	<b>1,021</b>	<b>2,302</b>	<b>3,323</b>
<b>TOTAL - Nonreimbursable</b>	<b>61</b>	<b>25</b>	<b>86</b>	<b>59</b>	<b>29</b>	<b>88</b>	<b>55</b>	<b>29</b>	<b>84</b>	<b>54</b>	<b>30</b>	<b>84</b>
<b>GRANDTOTAL</b>	<b>7,715</b>	<b>42,906</b>	<b>50,621</b>	<b>2,836</b>	<b>18,135</b>	<b>20,971</b>	<b>1,126</b>	<b>2,395</b>	<b>3,521</b>	<b>1,075</b>	<b>2,332</b>	<b>3,407</b>

**REIMBURSABLE PROGRAM**  
**DEPARTMENT OF THE AIR FORCE**

	<u>FY 1994 Estimate</u>	<u>FY 1995 Estimate</u>	<u>FY 1996 Estimate</u>	<u>FY 1997 Estimate</u>
MEDICAL (Officers & Enlisted)	\$6,764	\$7,082	\$7,252	\$7,477
FOREIGN MILITARY SALES (NON-STRENGTH) (Officers & Enlisted)	\$24,146	\$25,281	\$10,837	\$11,173
OTHER NON-STRENGTH (Officers & Enlisted)				
Surcharge, Misc.	\$4,132	\$4,327	\$4,431	\$4,542
STRENGTH RELATED				
Officer -- Basic Pay	\$358,361	\$108,960	\$63,779	\$60,816
-- Other Pay and Allowances	\$111,287	\$26,275	\$8,540	\$6,966
Enlisted -- Basic Pay	\$872,999	\$267,967	\$51,400	\$53,577
-- Other Pay and Allowances	\$251,575	\$59,834	\$7,616	\$7,944
Retired Pay Accrual (Officers & Enlisted)	\$443,290	\$133,809	\$35,591	\$35,005
PCS Travel	\$107,839	\$31,924	\$2,545	\$2,621
SUBTOTAL - STRENGTH RELATED ( Officers & Enlisted)	\$2,145,351	\$628,769	\$169,470	\$166,930
<b>TOTAL PROGRAM</b>	<b>\$2,180,393</b>	<b>\$665,459</b>	<b>\$191,990</b>	<b>\$190,121</b>